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Mr. Newman
pledge
on riot
policing

Drugs, riot
Bills in
new session

Harmful rises

Video alarm

Peres's secret

Cape deaths

THE TIMES
1785-1985
Tomorrow

Backbone of England
Battle lines drawn
over conserving
the north Pennines
Heath blasted
AN Author on the
delights of fabled
Shakespeare
Football crunch
UEFA decides on
the England team
playing in Europe

Portfolio

There were three winners in yesterday's Times Portfolio competition. Mr John Herbert of Shirley, West Midlands, Mr Colin McCoy of London and Mrs Jean Nutter of Prestwich, Manchester each receive £660. Portfolio list, page 24; how to play, information service, back page.

Drugs, riot Bills in new session

Government Bills aimed at strengthening the laws on riot, affray and hooliganism and curbing drug trafficking are expected to be announced in the Queen's speech on November 6. Measures to reshape social security provisions and privatize British Gas are also likely to be outlined. Page 4

Harmful rises

Rising labour costs are harming Britain's industrial competitiveness. Average earnings in the 1984-85 pay round were up by 9 per cent, the biggest increase for four years. Page 19

Video alarm

Video nasties are leading children to act out scenes of violence and distorting their view of sexual behaviour, a parliamentary study group says in a report today. Page 3

Peres's secret

Mr Shimon Peres, the Israeli Prime Minister, arrived in Washington with a private Middle East peace plan that is not known even to his inner Cabinet. Page 9

Cape deaths

At least six people, including a white Marine, have been killed in widespread unrest in mixed race Cape Town. Back page

Smiling Irish

Northern Ireland improved their World Cup qualifying chances by beating Romania 1-0 in Bucharest. Page 26

Quality counts

The art of selecting the right candidate for a job is the secret of leadership, but many companies have directors of inferior quality, says John Lidstone, chairman of the Management Consultants' Association, in an introduction to today's eight-page general appointment section. Pages 33-34

Leader page, 13
Letters: On PLO, from Mr E. de Bono, and others; unemployment, from Dr P. G. McGrath and Mr D. F. Bratt
Leading articles: mining talks; Gandhi visit; PLO
Features, pages 10, 12
Warning for Lawson; Bernard Levin's great typewriter decree; what Tottenham's Bernie Grant stands for; Spectrum: Profile of Oliver Tambo
Books, page 11
James Fenton reviews the letters of Ezra Pound and Wyndham Lewis; military books reviewed by William Jackson, Contran Goulden and Robert Fox
Obituary, page 14
Mr Gordon Welchman; Sir Neville Faulks
Classified, pages 28-30
La crème de la crème

Italian coalition on brink of collapse over hijack crisis

From John Earle, Rome

The Republicans yesterday withdrew their three Ministers from the Italian coalition in a move expected to seal the fate of the Italian Government. The Government has fallen victim to the action taken by its ally, the United States, in demanding the arrest and extradition of Mr Abu Abbas of the Palestine Liberation Organization believed by Washington to be behind the recent hijacking of the cruise liner Achille Lauro.

On previous occasions when one of the coalition parties has withdrawn, the Prime Minister has usually gone immediately to the President of the Republic to submit his government's resignation. But Signor Craxi said last night that he intended first to explain the Government's action in a debate already set for today in the Chamber of Deputies.

The Republicans disagreed with the decision taken by Signor Craxi, a Socialist, together with the Foreign Minister Signor Giulio Andreotti, a Christian Democrat, to reject the American request and let Mr Abbas fly to Yugoslavia last Saturday. The other two smaller parties in the coalition, the Social Democrats and Liberals, also dissented from the decision, but made clear they would not provoke the Government's fall.

The Republicans' move came after four days of mounting tension which came to a climax when Senator Giovanni Spadolini, the Defence Minister and Republican Party Secretary had a two-and-a-half-hour meeting with Signor Craxi yesterday.

Details of his death came to light only yesterday, after American and Syrian pathologists identified the body, which was taken from the sea off Tartus on Tuesday, in the Tishrin military hospital in Damascus.

Klinghoffer's remains, in a plain wooden coffin covered by the American flag, were later taken to Damascus airport accompanied by Mr William Eagleton, the US Ambassador to Syria, and a squad of uniformed Syrian military police, to be flown to Rome.

US diplomats had earlier identified his body from dental records that had been flown from New York.

Syrian authorities said the Italian would hold a post-mortem on Klinghoffer's body. It was put aboard the aircraft without ceremony and the Syrians did not encourage publicity, reporters and photographers were kept away from the tarmac.

ROME: Three doctors and a ballistic expert were appointed yesterday to conduct the post-mortem on the body, which arrived in Rome last night (John Earle writes).

The body was put in a police van at Rome airport and taken to the Institute of Legal Medicine.

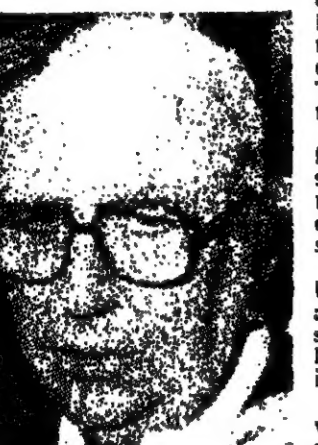
The Italian specialists will report on the cause of death to magistrates who have charged four young Arabs held in maximum security at Spoleto, central Italy, with murder and hijacking the liner.

Seven Arabs have been indicted in connection with the hijack: the four who boarded the liner, one arrested in Genoa by chance for a minor offence before it sailed, and two said to have been identified but at large.

While the Abbas case was the immediate cause for the Republicans' withdrawal, Senator Spadolini said there had also been a lack of consultation with his party, which had always laid priority on the fight against terrorism.

To the Socialists and Christian Democrats, however, Mr Abbas acted as a mediator to end the hijack without further loss of life after the death of the elderly American passenger, Leon Klinghoffer. Moreover, on legal grounds the American request for Mr Abbas's arrest, delivered at 5.30 on Saturday morning to the Justice Ministry, was held to be unacceptable.

The affair brought the Italian Government into an embarrassing position when American jet fighters forced down an American base in Sicily the



Senator Spadolini after his meeting with Signor Craxi

Egyptian airliner carrying Mr Abbas and the four young hijackers of the liner. This has caused unprecedented friction in relations with Washington.

Signor Andreotti saw Mr George Shultz, the Secretary of State, privately at a Nato meeting in Brussels on Tuesday in an effort to lower the temperature. But both sides remained as distant as ever. Signor Andreotti afterwards said certain words used in the United States about Italy's conduct were "unacceptable". Mr Shultz was reported to have described the Italian position as "inadmissible".

Besides Senator Spadolini, the Republicans have Senator Bruno Visentini as Finance Minister and Signor Oscar Mammì as Minister without Portfolio in the Government which has been in office since August 1983.

Signor Craxi was due to go to the United Nations soon and on October 24 meet President Reagan when he was expected to try to reconcile the differences between the two countries. That appointment is now open to question.

Signor Craxi's Government has helped to give Italy an air of stability greater than at any time since the outbreak of domestic terrorism in the second half of the 1970s.

Economic recovery had begun during the last two years and inflation has come down to single figures, though it is still higher than in other leading industrialized economies.

The news of the Republican withdrawal came like a bombshell in Parliament.

Mr Murbarak wry, page 9
Arab anger, page 9

Cruise victim was shot twice

From Robert Fisk, Beirut

Leon Klinghoffer, the 59-year-old American Jewish pensioner murdered by Palestinian gunmen on board the Italian cruise liner Achille Lauro, was shot once in the back and once in the head before being pushed overboard off the Syrian port of Tartus.

Details of his death came to light only yesterday, after American and Syrian pathologists identified the body, which was taken from the sea off Tartus on Tuesday, in the Tishrin military hospital in Damascus.

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Scots teachers vote to boycott exams

By Ronald Faux

Scottish teachers, members of the Educational Institute of Scotland, yesterday voted overwhelmingly in a secret ballot for a boycott of next year's secondary examinations.

Widening the 15-month dispute over pay, the institute, which is the largest of the Scottish teachers' unions, returned more than 76 per cent of the ballot papers issued to the secondary school members. Of these 87 per cent favoured a boycott, and 13 per cent were against.

Mr John Pollock, the institute's general secretary, said the result showed how attitudes had hardened among teachers in their demand for an independent pay review. It proved it was not simply a militant leadership that was leading reluctant teachers into a damaging dispute, he said.

Mr Pollock said the teachers had tried conciliation, arbitration and negotiation and had pleaded with the Government to discuss the issues but the Government had decided to "sit out" the dispute. He said it was a big gamble by the Government with the future careers of children at stake.

Mr George Younger, Secretary of State for Scotland, described the result of the ballot as "terribly sad". He recognized that the teachers had an important case and he had found extra cash to help them to recover some of their lost ground.

"To see a great profession voting in such large numbers to choose to harm the pupils who are put in their charge in order to get more money is absolutely heartbreaking," he said.

Dr Fanghuar Macintosh, chairman of the Scottish Examination Board, said the result of the ballot would profoundly affect the examinations which depended entirely on the co-operation of teachers.

It would be impossible to conduct 100 per cent proper examinations with such a boycott in operation, but failing a boycott, the government and the Scottish examination board would do everything in their power to run the Scottish Certificate of Education examination next year as near to normal as possible.

The examination authorities have five months in which to find alternative arrangements for holding and marking the examinations if a settlement is not reached.

Parents' hardship, page 2



Mr Leon Klinghoffer, the American tourist killed during the Achille Lauro hijack, photographed by a fellow passenger before gunmen seized the ship.

Parkinson to face secrets Act inquiry

By Michael Horsnell

Mr Cecil Parkinson, the former Conservative Party chairman, is to be questioned by a senior officer from Scotland Yard's serious crimes squad about alleged breaches of the Official Secrets Act. He may have committed by passing confidential information to Mrs Sara Keays, his former personal secretary.

It comes after a disclosure by Miss Keays, aged 36, who gave birth to his child nearly two years ago, that Mr Parkinson told her some of the inner Cabinet's secrets during the Falklands conflict.

Sir Thomas Hetherington, Director of Public Prosecutions, yesterday ordered Scotland Yard to investigate the matter after studying a book by Miss Keays about her 12-year involvement with Mr Parkinson.

The investigation will be carried out by Det Chief Supt John Bates who will receive order directly from the DPP.

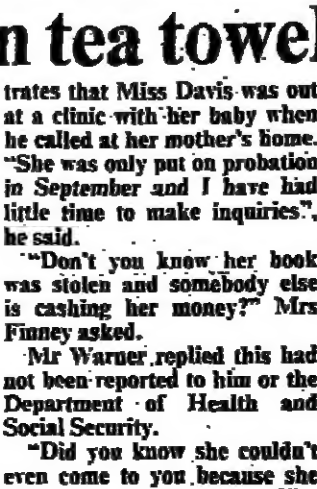
Mr Bates, aged 48, who has served with Scotland Yard's robbery and fraud squads before joining the CI serious crimes squad last December, would not comment last night but it is understood he will be speaking to Miss Keays as well as Mr Parkinson.

A statement from the DPP's office said: "In consequence of the publication in the Daily Mirror of extracts from Miss Sara Keays's book the Director of Public Prosecutions has asked the Metropolitan Police to carry out an investigation into the possibility of any infringement of the Official Secrets Act."

Miss Keays became Mr Parkinson's secretary in 1971. News of her pregnancy led to his resignation as chairman of the party in 1983.

After his refusal to go through with his earlier proposal of marriage, Miss Keays decided to make a full disclosure of her affair in a book for the Official Secrets Act.

Continued on back page, col 3



Come up and see my copy of the Official Secrets Act...

Pressure on Britain to avoid showdown

From Nicholas Ashford, Nassau

The leaders of 46 Commonwealth countries, representing a quarter of the world's population, opened their biennial summit yesterday, determined to avoid a family squabble over the issue of economic sanctions against South Africa.

However, sources said a confrontation could only be avoided if Britain was prepared to seek a compromise and modify its opposition to the imposition of any economic measures against Pretoria.

Hours before the week-long meeting got under way in a beach-front hotel, Mr Bob Hawke, the Australian Prime Minister, and President Kaunda of Zambia met to discuss how best to get Mrs Margaret Thatcher to change her mind.

Australian sources said they decided they did not want to provoke a confrontation with the British leader. The two men are expected to play key roles in today's debate on southern Africa.

Mr Hawke has introduced a series of sanctions against South Africa. In his speech to the opening session of the conference, he said that although the Commonwealth must be prepared for more economic sanctions, it was also important to sustain the flame of enlightened self-interest that has now been lit in South Africa.

This was a reference to recent talks between South African Businessmen and the banned African National Congress.

President Kaunda is spokesman for the "front-line" states neighbouring or near South Africa. He is one of the few black African leaders to have had direct talks with the South African Government.

During his talks with Mr Hawke he said an "explosion" would occur if the apartheid question were not resolved soon.

Datuk Seri Dr Mahathir Mohamad, the Prime Minister of Malaysia, used blunter language in a speech in which cast doubts on the value of the Commonwealth, he said, to the summit.

Commonwealth, he said, sanctions "must be applied by those who can hurt most: by the countries with the biggest economic clout. Failure to do so would mean hypocrisy on the part of these countries."

Mrs Thatcher held talks with President Kaunda immediately after she arrives in the Bahamas, and before the opening session got under way.

Earlier this week she wrote to the leaders of the front-line states (Zambia, Tanzania, Zimbabwe, Botswana, Lesotho and Swaziland), outlining Britain's position on sanctions, and expressing hope for a "constructive outcome" to the summit. The letter is believed to have emphasized the damage sanctions would cause to the front-line states, which have extensive trade and communications links with South Africa.

Continued on back page, col 5

Newman pledge on riot policing

By Rupert Morris

A full operational review of the policing of the Tottenham riot, and training for all ranks in the use of plastic bullets, was promised yesterday by Sir Kenneth Newman, Commissioner of the Metropolitan Police.

He told a tense annual meeting in London of the Police Federation, in a speech punctuated by occasional heckling: "Police must never again be asked to stand and take such a sustained and vicious attack. When missiles and petrol bombs are thrown the police response must be firm and it must be immediate."

Sir Kenneth said that the place questions about riot tactics was in a thorough operational review of the lessons learned. The riots were the work of criminals, and their duty was to protect the law-abiding majority.

"That we will do against any individuals or groups who wish to put people in fear in order to be free to commit crime," he said. The generally cool reception given to Sir Kenneth's speech contrasted with warm applause for Mr John Newman, chairman of the federation, who warned of "particular sections of our community who do not want to be policed."

Mr Newman called for petrol bombing to be made a special offence under the new Public Order Act, and asked for tougher sentencing, in particular for offences involving firearms.

"With a police officer murdered and 243 officers injured, five seriously, we reach an unacceptable level of police casualties," he said.

Both Mr Newman and Sir Kenneth criticized local politicians, for inflammatory remarks.

Mr Newman referred specifically to Mr Bernie Grant, Labour leader of Haringey council, and Mr Woolly Vance, secretary of the Tottenham police committee, and said: "Neither person shows any inclination to work with the police and for the community as a whole. They inflame the criminal minority, and their words of implied praise for the rioters are as open incitement to riot."

Sir Kenneth, who earlier had met Mr Douglas Hurd, Home Secretary, to push for manpower, said that an increase in police strength of 4,000 officers since 1979 had been more or less offset by loss of overtime rest-day working and the establishment of the Royal and Diplomatic Protection Department.

More than 800 crimes were reported from last month's two days of rioting in Brixton, south London, and 260 people were arrested, it was disclosed yesterday (Robin Young writes).

Of those detained, 109 came from outside the area. Commander Alex Marnoch, head of the Brixton force said,

Four accused of Gandhi murder plot

By Craig Seton

Four Sikhs are to appear in court in Leicester this morning accused of conspiring to murder Mr Rajiv Gandhi, the Indian Prime Minister, during his two-day visit to Britain this week.

The men, all from Leicester, were among 15 people arrested by five forces on Friday under the Prevention of Terrorism Act, three days before Mr Gandhi arrived.

Mr Douglas Hurd, the Home Secretary, granted an extension order permitting Leicestershire police to hold them for a further five days, and they were formally charged yesterday.

Three Kashirhs were held in Halifax, Blackburn and Oldham, and two Sikhs were arrested in London, six other Asians held by Leicestershire police have been released.

US condemns Nicaragua over civil rights

Washington - The Reagan Administration yesterday condemned as "repressive moves" Nicaragua's suspension of civil rights and called upon all those who supported democracy in Nicaragua to join the US protests (Mohsin Ali writes).

The State Department said in a toughly-worded statement that the Sandinista Government had taken a further step towards imposing a totalitarian regime on the people of Nicaragua.

"The action is the result of the growing disillusionment with the Sandinista regime by large sectors of population and reflects the Sandinistas' fear of their own people. This, not any action by the United States, is the cause of the suspension of civil liberties in Nicaragua," it said. State of emergency, page 7

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Video nasties blamed for childrens violence and distorted view of sex

By Sheila Beardsall

Video machines are leading children to re-enact scenes of violence and distorting their view of sexual behaviour, according to an investigation published today.

Lord Nugent, of Guildford, chairman of the Parliamentary Group Video Inquiry, said of its report: "Our worst fears were confirmed."

"It adds confirmation to the view that exposure of children to these sorts of scenes may lead them to violent behaviour and may be a major contributor to what we see happening in our cities."

The inquiry took nearly three years to gauge the views of sociologists, child psychiatrists, paediatricians and educationists. Its findings are published today in *Video Violence and Children*.

Last year the inquiry published a survey of 4,500 children which showed that 45 per cent of those aged seven and over had seen at least one video nasty.

The National Society for the Prevention of Cruelty to Children has found similar results from 1,500 replies to questionnaires from families with problem children.

These show that more than half the children had seen at

least one "18" rated video and nearly 40 per cent had seen at least one on the Director of Public Prosecutions' banned list.

In homes where parents often watched violent or pornographic videos, children were much more likely to see them too, the NSPCC found.

Members of the parliamentary group are calling for a review of existing laws and its enforcement, and measures to deal with what they described as "a new social phenomenon".

They said the whole subject of pornography and its availability also needed careful review.

Dr Clifford Hill, director of the inquiry and consultant sociologist to the Home Office, said: "Some children and young people are addicted to violence in much the same way as they are becoming hooked on drugs. Only this is even worse. There is strong evidence that children copy what they see on the screen."

Dr Hill said most ordinary children suffered some short-term effect from seeing a video nasty. A few children would be permanently affected.

Dr Hill said there was also evidence that violence on television news programmes led

to more violent behaviour among children.

One headmaster had told him of children forming ranks in the playground and charging each other in a re-enactment of the miners' strike.

Mrs Pat Wynne Jones, another member of the inquiry and a former primary school teacher, said: "One little girl came to me and said she now knew all about sex because of a video she had seen."

"She said it was about a big man holding down a lady and the lady had screamed and screamed and screamed."

Mr Peter Liddell, deputy headmaster of a west London comprehensive, believed "the moral welfare of the future generation is at stake".

He had carried out his own survey at school and found that out of 73 teenagers picked at random, 63 had seen at least one banned video.

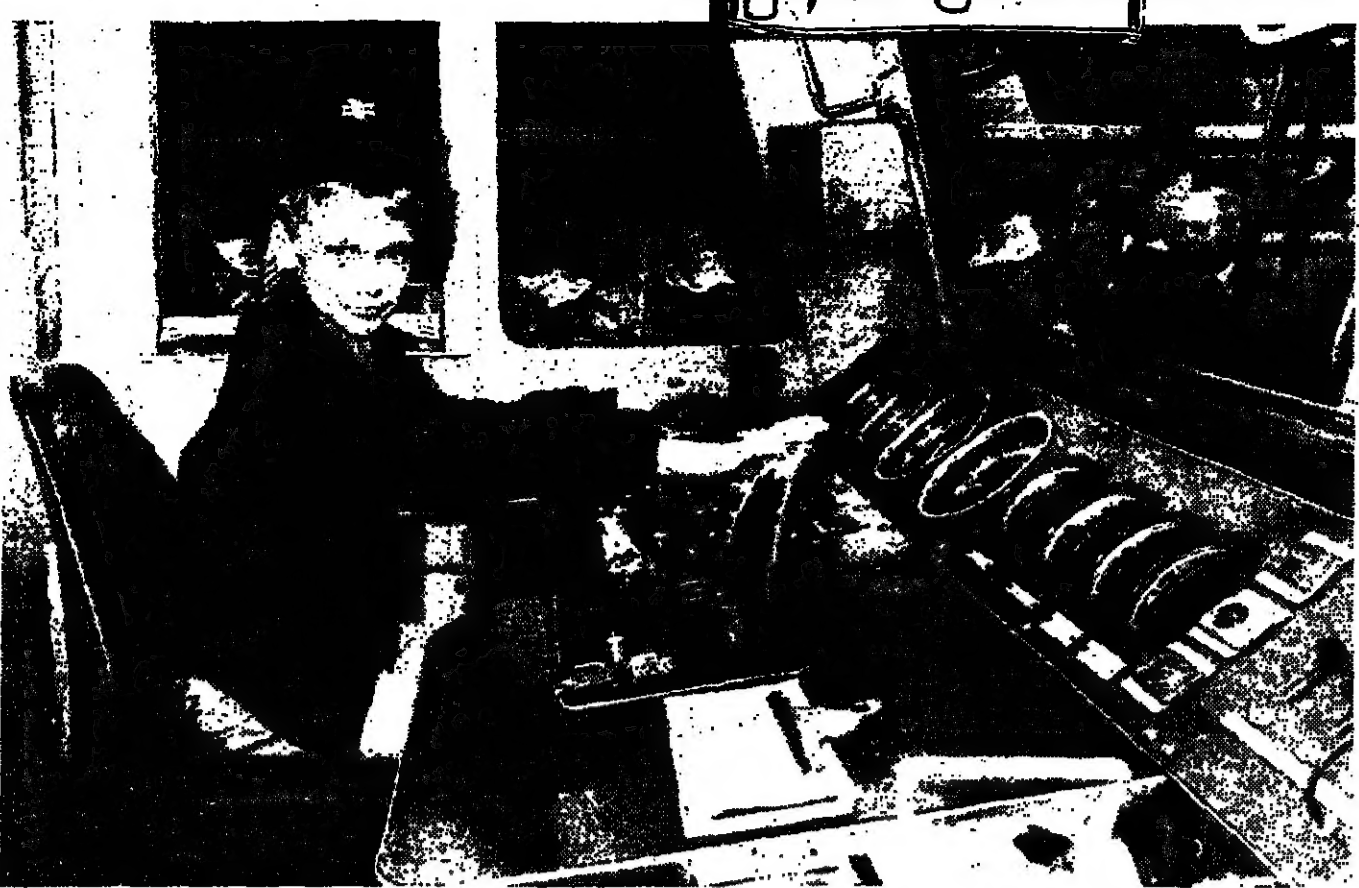
Both Dr Hill and Professor Sir Martin Roth, a psychiatrist at Cambridge University, put part of the blame on the breakdown of the family.

The most popular banned films with both children and parents were "The Evil Dead", "Zombie Flesh-Eaters" and "The Living Dead".

Dr Hill said that to bring in new laws would require "considerable political courage" because of the high value placed on personal freedom.

The Video Recordings Act, when fully enforced, is hoped to stem the number of video nasties available.

Video Violence and Children, edited by Geoffrey Barlow and Alison Hill, (Hodder and Stoughton, £4.95).



Matthew Rix, aged 10, of Downham Market, Norfolk, at the controls of a 110 mph British Rail locomotive at Euston station, London, yesterday after naming it Velocity. His choice of name was the winning entry in a BBC children's television show contest (Photograph: Dod Miller).

'One line' shops hit by big retailers

By Robin Young

A third of adult shoppers do not visit a bakers', fishmongers' or greengrocers' shop even once a week, according to a survey which suggests that specialist food retailers are rapidly losing ground to multiple grocers' supermarkets.

Mintel Publications interviewed 1,021 adults and found that only 42 per cent had visited a baker in the last week, a 10 per cent drop since 1982.

Only 11 per cent had been to a fishmongers' shop, compared with 15 per cent in 1982, and for greengrocers the proportion of customers had declined from 39 per cent to 48 per cent.

The three categories of specialist food shops are dropping far behind other food retailers, Mintel says.

Since 1980 food retailers as a whole have increased sales by 39 per cent, but greengrocers only increased their sales by 30 per cent, fishmongers by 21 per cent and bakers by four per cent.

Bakers now sell little more than a third of all products in the £2 billion bakery market and have been overtaken by large grocery retailers.

In another report Mintel says that sales of frozen foods have almost doubled in the last ten years and increased by more than a quarter since 1981 to total an annual £3 billion.

Specialist Food Retailers and Freezer Centres (Mintel Retail Intelligence Publications, 7 Arundel Street, London WC2R 3DR, £135 each).

Plea to develop blacks' skills

By Lucy Hodges, Education Correspondent

Schools should make young people from ethnic minorities more employable by developing their most marketable skills, according to a three and a half year research study of black and Asian youngsters which was funded by the Department of Education and Science.

The research, which contains 38 recommendations for schools, further education, local and central government authorities says that big changes in attitude towards black and Asian pupils are needed. Some schools may contain genuinely racist teachers it says.

Many ethnic minority children want to continue with their education at 16 in the hope of getting the jobs they desire the research team from Keele University, supervised by the then professor of education, John Eggleston, says. But social processes in school and society works against it.

Based on a study of 562 young people in six local education authority areas reaching the age of 16 in 1981-82, the report says that young whites were more likely to find jobs. None of the black males in the study had a full-time job.

Among the report's 38 recommendations are:

• Ethnic minority children should not be "phenotyped" by being forced to take subjects which are a "soft option".

• Teachers should encourage black children so that they gain confidence in their abilities.

• Careers service staff should give more attention to preparing young people for interviews.

• All local education authorities should develop guidelines for their institutions or eliminating racial prejudice.

• The Manpower Services Commission should adopt ethnic monitoring.

The research says: "In some schools there may still be genuinely racist teachers. We recommend that such teachers should be given a clear opportunity to consider whether they are still suitable to be members of the profession."

The Educational and Vocational Experiences of 15-18 Year Old Young People of Minority Ethnic Groups (Multicultural Studies in Higher Education, University of Warwick, report £35, summary £4).

• Home Office discussion on "contract compliance" to ensure government contractors do not discriminate against black people led yesterday to the Greater London council inviting Lord Young, Secretary of State for Employment, to see how the council helps companies to change to comply with equality laws. Our Race Relations Correspondent writes.

Mr John Carr, chairman of the GLC committee responsible for the free consultancy unit, said he was particularly concerned about comments by Mr Alan Clark, an Under-Secretary of State for Employment. "I am at a loss to understand why he appears to believe that contract compliance involves either quotas or reverse discrimination," Mr Carr said in a letter to Lord Young.

Contract compliance, page 12

Managers blamed for lack of skill

By Bill Johnstone

Technology Correspondent

The skills shortages in computing and related disciplines in Britain are due to management ignorance of micro-electronics and how to train people to use the technology, a study edited by a senior fellow at the Science Policy Research Unit shows.

The report says: "Management rarely anticipate the requirements of micro-electronics technology for future skill needs in detail. This failure precludes them from carrying out necessary training and from influencing educational and training organizations to meet future skill needs."

"In many instances, shortages result from inadequate training programmes, from demarcation practices inhibiting the learning of multi-skills, and from the division of skill trainees into technical and craft."

Recent reports by an industrial committee led by Mr John Butcher, Under Secretary of State for Trade and Industry, highlight the growing skills shortage, a prime cause of the annual high technology trade deficit of more than £200 million. Both the TUC and the House of Lords have also recently published studies calling for more government investment.

Planning for Micro-electronics in the Work Place (Gower Publishing Company, Aldershot, Hampshire £19.50).

• The company recently bought "a substantial quantity" of carcasses from the British Deer Producers' Society, a co-operative formed in Scotland last year. There are now more than 100 deer farms in Britain, producing about 3,000 carcasses a year.

• The National Trust hopes to take over large stretches of the North-east coast as part of Enterprise Neptune, a scheme re-launched earlier this year aimed at bringing about 250 miles of coastline under its protection.

• The Marsden Rocks at South Shields and three Co Durham coastal areas - between Seaham and Rhyhope and Eastington, and the Blackhall Rocks near Sunderland - are being considered.

Wreckage of jet found

A large section of wreckage from the Air-India jumbo jet that crashed off the southern coast of Ireland in June, killing all 329 people on board, was recovered yesterday by salvage teams.

It is understood the wreckage, brought up from a depth of more than a mile, is a 1,000lb forward section of the jet.

Professor dies

Mr John Dodge, professor of journalism at the City University, London, and former director of the National Council for the Training of Journalists, died on Tuesday after a heart attack. He was 56.

While you study we'll pay you £17,000 over three years in return for a minimum of 5 years service as a Regular Commissioned Officer after graduation.

A Bursary is similar to a Cadetship except that you commit yourself to only 3 years as an Officer and receive £900 a year to supplement any LEA grant you may be awarded while you study.

When you graduate. You can choose a Short Service Commission of 3 years or a full career, Regular Commission.

Although a degree is not a short cut to the top in the Army (qualities of leadership, courage and maturity are as important as academic qualifications) you will get ante-dated seniority.

In other words, having completed your Sandhurst course, you'll join as a Lieutenant instead of a Second Lieutenant.

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Then there's the Regular Commissions Board, a 3-day selection process for Officer training. It's all covered in a brochure we've written about being an Army Officer.

Tell us your date of birth, your school or university, the educational qualifications you have or expect and we'll send you a copy. Address your letter to Major John Floyd, Army Officer Entry, Dept C31, Empress State Building, Lillie Road, London SW6 1TR.

£55m plaza for old store site in Oxford St

By Judith Huntley

Commercial Property Correspondent

The former Bourne & Hollingsworth department store, a landmark in Oxford Street, is to become a £55 million shopping and office complex called the Plaza on Oxford Street.

It will be built behind the 1928 facade of the old store, which closed in 1979, and will be on four floors with a strong emphasis on fashion.

There will be landscaping and a floor of restaurants and food shops. The plaza will lie between the world's largest record store, the HMV shop in Oxford Walk, and the Virgin Megastore.

The scheme is being carried out by Mr Julian Markham's Glengate Holdings and Kumagai Gumi, one of Japan's largest public construction companies. Each is putting up an equal amount of money to finance the project and each will receive an equal share of profits.

British financial institutions were reluctant to fund the development, which includes more than 130,000 sq ft of offices, but Mr Markham was able to arrange a deal with the Japanese within a month.

The first Clark & Fenn Award for creative design in fibrous plaster has been won by the Casson Cord Partnership and Karl Schlammdinger for the Ismaili Centre in central London.

Wider market for venison

Venison will soon be widely available on supermarket shelves. It went on sale this week at 34 Waitrose stores, the subsidiary of the John Lewis Partnership, at prices ranging from £1.99 a pound for "pie" venison to £4.79 a pound for loin steak.

The company recently bought "a substantial quantity" of carcasses from the British Deer Producers' Society, a co-operative formed in Scotland last year. There are now more than 100 deer farms in Britain, producing about 3,000 carcasses a year.

Trust talks on coast takeovers

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To start with, this means you'll pick up £9,679.

Write to Major Floyd. What we haven't covered is the job itself, your choice of regiments, the opportunities for promotion.

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Army Officer

Jobless to work on crime prevention

By Peter Evans, Home Affairs Correspondent

The long-term unemployed are to be given work on crime prevention schemes, Mr Douglas Hurd, the Home Secretary, revealed yesterday.

Under an expanded community programme the jobless will be given tasks such as fitting door locks and window locks for elderly and disabled people and helping with neighbourhood watch schemes. They would also be used to "create a social and physical environment less conducive to vandalism."

Mr Hurd said that crime was a legitimate source of public worry and outrage. "It is wholly understandable that many people, particularly those in the more deprived areas where crime rates are highest, should feel alarmed both by the growth in crime rates and by the nastiness of some of the individual offences which are committed," he said.

Mr Hurd, who was speaking to New Bridge, whose role includes helping former prisoners to re-enter society, said that the young were the most prolific criminals. The peak age for offences was 15.

"I am under no illusions about the deadliness of some of the offences committed by young people. I cannot sympathize with those who argue that custody can never be justified where the offender is a juvenile."

"But the striking thing about young criminals was how many of them did not grow up to be adult criminals. Studies done by the Home Office suggested that a remarkably high proportion of boys were convicted of an offence once in their teens but never or scarcely ever again."

He added that a big renovation of Victorian-built prisons had recently been started.

• Severe restrictions on jail visits lead to more crime, with released inmates committing new offences, according to the National Association for the Care and Resettlement of Offenders.

Narco said yesterday that limited opportunities inside prisons to retain links with family and the community increased the likelihood of released prisoners re-offending.

Lord Peart's attacker jailed for nine years

Three fragments of wood helped to put Lord Peart's "vicious" attacker behind bars yesterday for nine years.

Lord Peart, aged 71, the former Minister of Agriculture and Labour MP for Worthing, was beaten over the head with a sawn-off shotgun when two masked raiders burst into his home. The force of the blows was so great that the walnut stock of the gun was splintered, the Central Criminal Court was told.

In June, two months after the raid, armed detectives arrested Vernon Fenton, aged 36, at his flat in Plummer Road, Brighton, south London, and found a shotgun with a broken stock. The pieces of wood recovered from the scene of the crime fitted the gun "like a jigsaw", Mr Anthony Wilcken, for the prosecution said.

Fenton was sentenced to nine years imprisonment for wounding Lord Peart at his home in Woodspring Road, Wimbledon, south London, last April, robbing him and possessing a firearm. The second robber has not been identified.

Price war clouds car show

The glitter of a motor show does not change. At yesterday's Press preview of the fourth biennial Motorfair which opens in Earle Court, London, today the most photographed bazaar in Britain was draped across a sleek new car, diamonds were the prizes for diligent stand-searchers, and a pop group made conversation impossible within 50 yards of a Japanese car stand.

But behind the scenes industry chiefs were worried men. Most put on a brave face for the media, and it was left to Mr Sam Toy, chairman of Ford in Britain, to give public voice to their fears.

He said there was no sign of a let-up in the discount price war. Nearly everyone was losing money. Even Ford, the market leader in Britain, lost £14 million last year.

Austin Rover, Ford's biggest rival, attracted large crowds with the first British showing of its concept sports car, the MG EX-E backed by the MG Metro 64 rally car.

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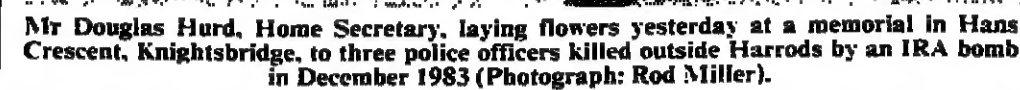
By George Hill

BILLS LIKELY NEXT SESSION.

By Our Social Services Correspondent

Only 18 of the 108 local authorities in England are providing as many home helps for the elderly as they should, eight years after minimum standards were laid down.

Ms Harriet Harman, Labour's social services spokeswoman, said a survey of local



**By Our Social Services
Correspondent**

The Isle of Wight, at the bottom of the league, had fewer than three per 1,000 old people. She is to challenge Mr Norman Fowler, Secretary of State for Social Services, to act to ensure councils at the bottom of the home help League improve their services.

It was alleged that with two other men and Skytrade International Ltd. Stott received the parts stolen by Timothy Rigley, a sales manager at Rolls-Royce, of St. James Road, Leicester, has since been imprisoned after admitting stealing various parts from Rolls-Royce.

Mr. Roberts said that Stott had been charged with 10 counts of theft from the Argentine Navy. But they were in contact with other firms in the second-hand market. They must have known they were supplying parts for the navy.

Mr. Roberts said that Mr. Moore died in 1978. Mr. Truslove was also charged but committed suicide before he could be brought to court.

**By Thomson Prentice
Science Correspondent**

Dr James Appleyard, consultant paediatrician from Canterbury, said he had experienced only two cases of the syndrome in 15 years. "It is a very rare problem but it may be more common than we realize."

By Clifford Longley
Religious Affairs
Correspondent

The Institute of Hypnotism has received more than 350 applications for training in hypnotism since advertising in the North-east, which has high unemployment.

Interviews begin next week to find 50 would-be hypnotists who, after two years' training, would earn £150 a week.

Sir Bernard Braine, aged 71, Conservative MP for Castle Point, was fined £80 at Horseferry Road Magistrates Court, Central London, for careless driving near his flat in Harleyford Street, Kennington. He denied the offence.

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SECRETS ACT

Ratification of UN convention

The Government still needs time to complete an examination of present British legislation before it can ratify the United Nations Convention against torture and other cruel, inhuman or degrading treatment or punishment, Lady Young, Minister of State for Foreign and Commonwealth Affairs, said in a written reply to the Lords.

Mr Jenkins of Putney (Lab) had asked whether the Government intended to ratify the convention and whether the Government would invite the United States and the USSR to do the same.

Regina v Secretary of State for Social Services, Ex parte Westhead
Regina v Secretary of State for Health and Social Security, Ex parte Association of Optical Practitioners Ltd

From 1978 onwards, because of discounts available to opticians and because of reduced costs in lenses

over the next two years. Thus, there was to be no recoupment from payments to be made for the supply of appliances.

His Lordship said that he had to consider section 7(3) (7) - and only subsection (4), of section 7 was at

**No duty to serve
copy certificate**
Regina v Uxbridge Justices, Ex

Regina v Secretary of State for Foreign and Commonwealth Affairs, Ex parte Pirbhai and Others
Before Sir John Donaldson, Master of the Rolls, Lord Justice Parker and Lord Justice Croom-Johnson
[Judgment delivered October 15]
Where a claim over expropriated property was made by the citizens of

The new Ugandan Government then indicated that it was prepared to consider compensating the claimants and when, later, President Obote came to power, he made it clear that he wanted to resolve the dispute.

British Government could not make the claim on behalf of each claimant because under generally accepted rules of international law a state was entitled to insist that a claimant against it must first exhaust the local remedies which the state had made available to him before any claim he might have could be taken up by his government.

Only known to

of whether, in the exercise of judicial discretion and assuming that there were no other difficulties in his way, the declaratory relief sought by the applicants should be granted in the present case.

His Lordship was wholly unpersuaded that that was the position. Both the Government and the applicants were faced with a

April 1983, or even at the present date but at some future time. His Lordship found no special justification here.

Lord Justice Croom-Johnson agreed with the Master of the Rolls.

Solicitors: Suchak & Co.
Wembley; Treasury Solicitor.

facts relevant

in the Immigration Rules (HC 661).

MR JUSTICE MANN said that it was

Neither an adjudicator hearing an appeal against the decision of the Secretary of State for the Home Department to deport an overstayer under section 3(5)(a) of the Immigration Act 1971 nor an

immigration appeal tribunal not an appeal therefrom, were entitled to have regard to facts extant, but unknown to the secretary of state at the time of his decision to deport.

Mr Justice Mann, sitting in the Queen's Bench Division on October 16, dismissed an application for judicial review by an overstayer, and upheld the decision of the immigration appeal tribunal that they should disregard facts alleged to constitute compassionate circumstances outweighing the public interest in having the overstayer removed (see paragraphs 154, 156,

MR JUSTICE MANN said that it was established on the authorities that the decision to make a deportation order was an administrative decision which was based on facts known to the secretary of state at the time.

The function of an adjudicator and the appeal tribunal was to review that decision in their appellate capacity and was not to come to another decision on facts which, although extant when the decision to deport was made, were unknown to the secretary of state.

Correction

In *Aiden Shipping Co Ltd v Interbulk Ltd* (The Times, October 14) Mr David Hunt, for the owners, was instructed by Middleton Lewis Lawrence Graham, agents for

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US assures its allies with pledge to boost Pacific defences

From Paul Routledge, Singapore

The US is to strengthen its defensive network in the Pacific, despite difficulties with New Zealand and uncertainty over bases in the Philippines.

The Defence Secretary, Mr. Caspar Weinberger, told regional journalists via a seven-nation satellite hook-up that Washington would continue to work closely with its allies, and supply them with the most modern weaponry.

He also disclosed that talks were proceeding with Peking on ways to modernize and strengthen China's military capability. "I think most people agree that this is a good and necessary thing to do, particularly in view of the size and strength of the Soviet threat on their borders."

In a wide-ranging review of Pacific security issues, Mr. Weinberger promised Thailand and South Korea the most up-to-date equipment; welcomed the re-emergence of Japan as a maritime power in the region;

and promised more co-operation with Australia.

He also appealed to New Zealand to re-think its ban on US Navy vessels that could be carrying nuclear weapons. There would not and could not be any change in America's policy of refusing to divulge which ships were nuclear-armed.

Mr. Weinberger rejected as "totally unworkable" a proposal by Mr. Geoffrey Palmer, Deputy Prime Minister of New Zealand, that "some official" could decide whether or not there were nuclear weapons on board.

To a great extent, he went on, New Zealand had already pulled out of the Anzus pact, which links it with Australia and the US, but the door would be left open for Wellington to resume its role.

"There is no desire to punish anybody or anything of that kind. The conditions that gave rise to the Anzus treaty are still

there. The only thing that has changed is the policy of New Zealand, which, I hope, is temporary."

The Defence Secretary said a new memorandum of understanding between Washington and Bangkok would enable US forces to get vital material to Thailand very swiftly should the need arise. "In today's world, things change very rapidly and crises can arise overnight."

As to Japan, it had "totally reversed its course over the past 40 years," and was now committed to keeping peace and freedom in the Pacific. By policing sealanes in a 1,000-mile from its shores, Japan was contributing in a big way to regional security.

And with the constant threat of a "very, very foolish" attack by North Korea, the US would continue to help Seoul to acquire the most modern weapons for its deterrent force.

Turning to the Subic Bay and Clark bases in the Philippines, Mr. Weinberger said: "Security arrangements in place are vital and necessary and should continue. It's essential we maintain this kind of capability of dealing with a clearly growing Soviet threat."

"If we are not there and we are not able to do that you not only add credibility to the threat but encourage it. If you encourage them, if you tempt tyrants, then you help aggression to start."

Though he did not mention it, the US has contingency plans to expand its Guam base and has secured rights to land in the Marianas in the event of being compelled to quit the Philippines.

But the 1986 defence budget sets aside \$72 million (\$50 million) for Subic Bay and Clark, indicating that the US does not expect any early change in the status quo. The base areas are leased until 1991.

Kasparov poised to extend his lead

Moscow - Gary Kasparov resumes his challenge for the world chess title here today bled by his stunning success on Tuesday against the reigning champion Anatoly Karpov (Raymond Keene writes).

Battered into almost total paralysis by the aggressive challenger, Karpov conceded defeat after 40 moves. In the 16 games so far, Kasparov has won three, Karpov two and 11 have been drawn.

The 1,500-strong audience at the Tchaikovsky Hall here on Tuesday simultaneously leapt to their feet and burst into chanting and applause as Kasparov forced Karpov's resignation.

Kasparov had earlier repeated his provocative eighth move gambit of game 12, but the champion seemed totally unprepared for this and already sank into hesitant thought after black's 11th move.

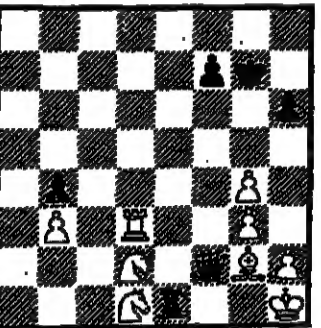
Kasparov's aides, however, confided that the challenger had prepared this gambit sacrifice of a pawn as far as the 19th move.

In spite of his extra pawn the champion seemed unable to formulate a plan.

On move 30 with P-B3 Karpov sought to wrench open the position to gain counterplay. But this move only had the effect of weakening his king's position.

Sixteenth game
White Karpov, Black Kasparov
Sicilian Defence

1 P-K4	2 P-K4	3 N-K3	4 P-K3
5 P-K4	6 P-K4	7 P-K4	8 P-K4
9 P-K4	10 P-K4	11 P-K4	12 P-K4
13 P-K4	14 P-K4	15 P-K4	16 P-K4
17 P-K4	18 P-K4	19 P-K4	20 P-K4
21 P-K4	22 P-K4	23 P-K4	24 P-K4
25 P-K4	26 P-K4	27 P-K4	28 P-K4
29 P-K4	30 P-K4	31 P-K4	32 P-K4
33 P-K4	34 P-K4	35 P-K4	36 P-K4
37 P-K4	38 P-K4	39 P-K4	40 P-K4



Professor von Klitzing in his laboratory at the Max Planck Institute in Stuttgart.

Nobel prize for top German physicist

By Pearce Wright, Science Editor

A discovery which is expected to have a big impact on the development of the next generation of microelectronic devices is the topic of this year's Nobel Prize in physics.

The winner is Professor Klaus von Klitzing, aged 42, head of the Max Planck Institute of Physics at Stuttgart.

His research has provided the knowledge to exploit a phenomenon first noticed 106 years ago called the Hall effect, after the US scientist who made the observation. The effect occurs in metal strip conductors carrying an electrical current and which are exposed to a magnetic field in a particular orientation.

Under these conditions a secondary electrical field is created across the conductor. This phenomenon has been used for making small, very high speed switches operated by a magnet, requiring no physical contact to trigger it. In future the Hall-effect switch is expected to replace membrane

and mechanical switches on computer keyboards.

By exploiting the understanding of the physics behind the Hall effect revealed by Professor von Klitzing, the behaviour of electrons in the exotic semiconductor materials used for microchips can be determined precisely. These are the materials on which several thousand microscopic electronic switches are etched.

The chemistry prize, also announced yesterday, was awarded jointly to two American scientists for their development of methods to determine the structures of crystals.

Professor Herbert Hauptman, aged 68, of the Medical Foundation of Buffalo, New York, and Professor Jerome Karle, aged 67, of the US Naval Research Laboratory in Washington, DC, opened the way for the design of instruments that produce three-dimensional images of the most complicated molecules, particularly the large, complex organic molecules of natural products.

Sit-in at Renault plant ends

From Diana Geddes Paris

The communist-led CGT union suffered a humiliating blow on Tuesday when it was forced to bring to an end its week-old occupation of the Renault car factory at Le Mans because of lack of support among the 7,500 workforce.

The occupation had been widely viewed as a trial of strength between the state-owned car company and the union which has recently been experiencing increasing difficulty in mobilizing its troops. The end of the occupation will be seen not only as a defeat for the CGT, but also for the ailing French trade union movement.

Strikers at the Renault factory of Choisy-le-Grand also agreed to return to work. However, the CGT announced that it intended to pursue its occupation of the Billancourt factory.

The CGT failed to extend its strike to Renault's other four factories.

Eight in court on Thai coup charges

Bangkok - General Kriangsak Chomanan, a former Thai Prime Minister, was spared the indignity of customary handcuffs and leg irons yesterday when he made his first appearance in court on treason charges.

The court was extended to the other accused, two retired Army officers, a retired air chief marshal and four union leaders. All deny the charges, which arise from last month's attempt by mutinous soldiers to overthrow the Government, and were remanded in custody for the third time.

Sikh rebels kill Gandhi's man

Chandigarh (Reuters) - Two Sikh extremists on a scooter killed a local leader of Mr Rajiv Gandhi's Congress (I) party in Punjab as the new Akali Dal state government vowed to show no mercy to separatists.

In the first big extremist attack since the elections two weeks ago, Mr Ram Lubbaya, aged 55, was shot as he entered his shop in Taran Taran town, about 15 miles from Amritsar. Furious customers stoned the gunmen, forcing them to abandon their scooter and escape on foot.

New president

Dar es Salaam (AFP) - Zanzibar's former Speaker, Idris Abdul Wakil, has been elected as the island's President. He takes over from Ali Hassan Mwinyi who is to succeed Tanzania's retiring President Julius Nyerere.

Rally ambush

Cairo (Reuters) - Egyptian soldiers laid an ambush near the Lixyab border for what they thought were smugglers, but instead they nabbed an advance medical truck for the Rothmans Pharaohs Car Rally. The incident delayed the event for several hours.

Jail shoot-out

Bangkok (Reuters) - Police opened fire on prisoners shielding themselves with hostages who tried to bargain their way out of Sholubri provincial jail. In the ensuing battle, five prisoners and one of the hostages, a jail warden, were killed.

Dispute over Reagan warning to Marcos

From Keith Dalton, Manila

The US presidential envoy Senator Paul Laxalt met privately with President Marcos yesterday, but both men refused to comment about the Senator delivered a warning that Communist rebels could topple the Philippine Government.

Secretary has surrounded the four-day visit of Senator Laxalt, a close friend of President Reagan, who arrived unannounced, said to be bringing a strong warning from Washington that unless the spreading insurgency is checked, the 20-year-old Marcos government could be toppled.

Senator Laxalt carried the "hottest presidential message ever delivered to a friend", that the Philippines could become "this administration's Iran" unless Mr Marcos moved quickly to counter the growing Communist revolt. The Washington Post reported.

The State Department said the report was inaccurate and the White House said it was "a little overblown".

American concern about the success of the estimated 12,000 New People's Army rebels centres on the threat the insurgency could pose to the two largest US overseas military bases, Subic Bay and Clark.

Sri Lankan ceasefire panel meets

Colombo - The committee named to monitor the ceasefire between Tamil rebels and Sri Lanka Government forces had its first meeting yesterday and was told by the Minister for National Security, Mr Lalith Athulthumudali, that they had a free hand to investigate ceasefire violations by either side.

(Michael Hamlyn writes) "All facilities will be at your disposal on request," the minister said, adding that he would consider them as judges when they reported.

All sides in Sri Lanka now await with some tension the first breach of the ceasefire, which will test the determi-

nation and effectiveness of the 11-man committee.

The next stage in negotiations between Government and rebels depends on how successfully the ceasefire can be maintained. A working paper has been prepared outlining concessions the Government is prepared to make

As a copywriter, I favour the two-finger bash style of typing.

And (don't tell the client), I started writing this ad on my antiquated manual typewriter.

Inevitably, I was soon knee-deep in screwed-up A4, so I thought I'd play around with the machine I was trying to sell: Olivetti's ETV 240 Videotypewriter.

Exit cynical advertising man.

Enter videotyping's number one fan, yours truly.

I discovered that videotyping means no typing errors ever again.

When you're happy, just press the 'Print' button and sit back while the machine types your words onto the paper.

Perfect, pristine, and beautifully spaced words.

Never again will my copy, covered in arrows, scrawl and correction fluid, drive our temps screaming from the building.

And I've collected my last bin-full of waste paper and dirty look from the office manager.

YOU CAN INSERT SUB-HEADS - LIKE THIS.

That little sub-head wasn't in there a minute ago.

But, once I'd decided to break up the

won't) which the machine will hold until you decide to commit it to paper.

So, if you need to refer back to page 4 when you're on page 11 and take out a split infinitive, the ETV 240 will spare your blushes.

All this flexibility probably seems old hat to those whizzes who blip around on word processors.

But what's vitally important to remember is that the ETV 240 is a TYPEWRITER.



green if you've just installed an Olivetti electronic typewriter. Please don't.

If you buy the ETV 300, a separate screen with built in disk drive, you just plug it into your machine and you've upgraded it to something like the ETV 250.

It's all so far ahead of anyone else that it doesn't really need the embellishment of a copywriter.

(Hence the straightforward banner that straddles

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What I'm now using is a normal-looking electronic typewriter with an independent, moveable video screen.

As you type, the words appear on the screen and your sheet of Conqueror stays untouched.

The screen can display half a page at a time.

So, if you spot an embarrassing 'comprised of' or spelling mistake you simply correct it on the screen.

copy, all I had to do was move the cursor on the video screen to the exact point where I wanted to insert my line, type it in, and bingo!

It all jiggled into place as I watched.

The cleverness of the videotypewriter is stored in the inevitable microchip, which makes it virtually instant to operate.

And although the ETV 240 doesn't have storage in the word processor sense, you can type up to 12 pages (I promise I

And, for all its many functions, actually costs no more than the average display typewriter with its tiny window showing only twenty four characters at a time.

IT GETS BETTER.

Of course, for the office sophisticate, there is the ETV 240's big brother: the ETV 250, with single or double disk drive.

With this I could get really out of my depth. It can store reams of paperwork.

It can perform word processing favourites like merging a document with an address list.

And it can even print out one job while you're working on another.

At this point, you may be feeling a bit

this advertisement.)

So if there's anything more you'd like to know about videotyping, give Olivetti a ring or send in the coupon.

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Nicaragua brings back state of emergency and removes civil rights

From Alan Tomlinson, Managua

Nicaragua has reimposed a state of emergency, removing virtually all civil rights amid accusations that its principal domestic opponents are "agents and allies" of the United States. President Ortega interrupted radio and television programmes on Tuesday night to decree a ban on public meetings, demonstrations and strikes and the suspension of legal rights such as habeas corpus, the right to appeal and even minimum guarantees for defendants.

The decree also withdraws freedom of expression and movement and denies the privacy of the home or of telephone and postal communications.

The measures, imposed for a year, are even more draconian than the state of emergency which was lifted only a year ago, shortly before the country's first general election since the Sandinistas seized power in a popular uprising against the Somoza dictatorship in 1979.

The earlier emergency was introduced in 1982 when the Contra guerrillas began to pose a serious threat to the Government as a result of US aid.

However, the resumption of restrictions comes only 24 hours after the Sandinista Army had boasted that the Contras were a declining force while, on the political front, the Government is consulting opposition parties over the kind of civil rights they want to build into a new constitution to be drafted later this year.

The new state of emergency was entirely unexpected. The National Assembly, elected with the President last November, went about its business on Tuesday unaware that the executive branch, which acts upon the decisions of the nine-man Sandinista Party leadership, had broadcast the decree.

The leading opposition Conservative Party only learnt of it when they walked out of the Chamber en bloc after accusing the Government of imposing its will on the Assembly in violation of its fundamental statutes.

President Ortega justified the measures as a consequence of increasing US pressure. He cited the renewal in June of \$27 million (£18.8 million) in Congressional funds for the Contras, the trade embargo imposed a month earlier and what he said were Washington's efforts to sabotage the Contadora initiative to find a peace formula for the whole Central American region.

Nicaragua has accused Honduras, Costa Rica and El Salvador of bowing to US pressure not to sign a regional treaty which is in the delicate final stages of drafting. A source in the Government said it was concerned that the Contadora initiative may be close to failure.

But President Ortega also blamed his domestic opponents for the need to reintroduce the state of emergency, accusing "some political parties, news media and religious institutions" of being "agents and allies of imperialism".

He was referring to the so-called Democratic Coordinating Committee, a coalition of rightist parties, businessmen and trades unionists, which boycotted the general election and whose former presidential candidates, Señor Arturo Cruz, has since allied himself openly with the Contras.

Señor Ortega was also pointing at the only opposition newspaper in the country, *La Prensa*, and the leaders of the Roman Catholic Church, principally the Archbishop of Managua, Cardinal Miguel Obando Bravo.

The paper, which has recently been publishing the Cardinal's repeated calls for "reconciliation" with the Contras, appears to be in for even tougher censorship.

The first indication that the Government intends to exercise its new powers came even before the emergency was decreed. Security forces seized a church printing press on Tuesday morning after confiscating copies of a news letter on Saturday.



Rescue workers scrambling among the collapsed girders for Dhaka University survivors.

Roof cave-in kills 37 students

From Our Correspondent Dhaka

Thousands of Bangladeshi students held a mourning rally yesterday for the scores killed and injured when the roof of an auditorium of Dhaka University dormitory caved in during heavy rain on Tuesday night. University authorities have identified 37 bodies, and the state-run radio says that at least 51 students are in critical condition in three hospitals where 200 more have been treated.

The radio is appealing for blood donations and the military Government has announced three days of state mourning as well as closing down all educational institutions for a day.

University officials at first estimated that about 300 students had been killed and

400 injured when part of the roof of the Jagannath Hall, in which at least 1,200 male Hindu students live, gave way. But they have scaled down the figures after a night-long search for survivors in the debris.

Engineers said that the auditorium, which once served as a parliament, was more than 60 years old. Repair work on the roof had started only on Tuesday.

Mitterrand supports Brazil's demand for market access

From Sue Branford, São Paulo

Throughout his visit to Brazil, President Mitterrand of France has been stressing his sympathy for the country which, as the biggest debtor in the developing world, is, he believes, being forced to bear an excessively heavy burden.

On Tuesday he said that France's role was to be "a kind of advocate of the Brazilian cause, defending the link between trade and debt". He fully backed Brazil's position that the debts can only be repaid if the Third World has greater access to the markets of the industrialized countries.

He did not, however, seem to favour radical action by the debtor. He did not support, he said, a debt moratorium, and he refused to comment on Peru's strategy of limiting debt-exporting to 10 per cent of export earnings.

With elegant ambiguity, he said that "France will offer decisive support on the question of the foreign debt, until the point at which Brazil begins to hurt its own interests."

President Mitterrand will be well aware that Brazil owes French banks an estimated \$8 billion (£5.5 billion), only slightly less than the estimated \$9 billion owed to British banks.

President Mitterrand paid tribute to Brazil's rapid industrial development, which has made it the eighth largest economy in the world. In what must have been a deliberate

reference to de Gaulle's exasperated comment - "Brazil is not a serious country" - President Mitterrand said Brazil "works very seriously".

As well as Brazil, President Mitterrand is visiting Rio and São Paulo.

Mitterrand originally intended to spend an entire day in Rio as the guest of the state Governor, Senhor Leonel Brizola, with whom he has considerable political affinity. However, he later cut his visit to half a day, in view of the frosty reception given to the proposal by President Serney who regards Senhor Brizola as his most dangerous political opponent.

Apart from the foreign debt, the other main topic has been the setting up of a joint cultural project. The first beneficiary will be Tizuka Yamasaki, who is to be given \$3.5 million - the largest budget ever received by a Brazilian film-maker - to make a film of the life of Santos Dumont, who is regarded in both France and Brazil as the inventor of the aeroplane.

Though it has figured little in official speeches, trade has been a key consideration. Indirectly, President Mitterrand is giving an important boost to several controversial deals which were rushed through at the end of the last Government.

The most important was the sale of 40 Super-Puma helicopters in a package worth \$170 million.

Chad says Gadaffi has nuclear bomb

From Paul Vallely, Ndjamena

It will not be long before Colonel Gadaffi, the Libyan leader, has a nuclear bomb, President Habré of Chad said this week.

In response to an announcement by Colonel Gadaffi in Moscow that he intends to annex the whole of Chad, President Habré said Chad had no option but to take the threat seriously. The Libyan Army already occupied 20,000 square miles of Chad, including areas which geologists say are rich in uranium.

"We do not think that the uranium has been exploited up to now," he said at a press conference to mark Bob Geldof's visit to Chad. "It is in the domain of exploration, but they are making a great deal of effort. I cannot say when, but before long he will have it."

Colonel Gadaffi was a disease every bit as threatening to Chad as those brought by the recent famine, he said. "To preserve our liberty we are obliged to sacrifice human resources to fight this."

"I never consider Gadaffi as a madman. He has an ideal: to restore the Arab world and make it one nation... When Gadaffi talks about Chad being the natural extension of Libya, he is being serious."

With such a diversion of resources it was unrealistic to expect Chad to recover from famine and 10 years of drought after one season of rains, he told Mr Geldof, who announced that Chad Aid would spend more than \$1 million (£700,000) in the country.

Commentary



Geoffrey Smith

how far-reaching the measures were.

But there is an anxiety that a continued refusal to impose any sanctions at all might attract retaliation by third countries against Britain. This retaliation might take three forms: diplomatic trade or, more subtly, the pretence of trade discrimination.

Diplomatic pressures would be felt principally at the Commonwealth Conference and at the United Nations. I doubt if Britain should worry too much about being isolated at the United Nations. The United States would also be among those who were anxious not to do too much, and Britain would be able to maintain that it was now in step with the rest of the European Community.

There is likely to be more serious embarrassment for Mrs Thatcher at the Commonwealth Conference, but that is hardly a new experience for British Prime Ministers on these occasions.

Trade embargoes could present a more difficult problem. One hears the names of India and Malaysia most frequently mentioned. But how many Commonwealth countries are really going to refuse to proceed with deals that would be in their own best interest?

Some of them might, however, give the British failure to boycott South Africa and the reason for not going ahead with deals that they would have rejected anyway. That might give the opposition parties in this country the opportunity to claim that the Government's diplomatic blundering was denying jobs to British workers.

None of these risks would seem to me to be major ones. But the logic of the Government's position suggests that Mrs Thatcher might satisfy both her convictions and the requirements of expediency by compromising a bit - provided that any further measures did not seem likely to have much effect in practice.

Impatient with expediency

So the moral case for sanctions as a means to greater justice in South Africa is readily dismissed. But there are some, especially within the Foreign and Commonwealth Office, who are concerned at the possible consequences for Britain if this country appears to be isolated in its opposition.

Is it really worthwhile putting Britain's welfare at risk, it is asked, for the sake of a country which has made such a mess of its internal affairs and for which Britain has no direct obligation? According to this line of reasoning, the Good Samaritan should pass by, where the calculating man of affairs might pause.

Mrs Thatcher is somewhat impatient with the argument of expediency. The word seems to stick in her throat after she was finally persuaded by Sir Geoffrey Howe that it would after all be wiser for Britain to go along with the limited political and military measures against South Africa being taken by the European Community.

Nor do considerations of expediency all point in one direction for Britain. Mrs Thatcher was emphasizing with some vigour at Blackpool that British jobs are at stake in British trade with South Africa. Whether they would in fact be put in jeopardy by sanctions would depend, of course, upon

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Congress report finds deadly flaws in US military system

From Christopher Thomas, Washington

A Congressional report published yesterday recommended a far-reaching overhaul of the US military establishment, the Western world's biggest bureaucracy, including abolition of the joint chiefs of staff.

It says that the Pentagon is riddled with confused organization, poor management, and destructive rivalries.

It cites bungled opportunities as far back as the Spanish-American war of 1898 and as recent as the Grenada invasion of two years ago.

It tells how a senior Army officer could not talk to the Navy during the Grenada operation because their radios were incompatible. He finally made contact by using a public telephone to call his base in the United States.

The report, by the staff of the Senate Armed Services Committee, is the first comprehensive study of the US military in nearly three decades. It will be the basis for Congressional hearings this year, perhaps to be followed by legislation in 1986.

Mr Caspar Weinberger, the Defence Secretary, has so far shown little enthusiasm for substantial reform.

In an initial reaction the Pentagon disparaged the study

and implied that there were disagreements within the committee on its conclusions. It cited last week's interception of the Egyptian airliner as proof that the system not only works but needs no repair.

In opening hearings in Congress yesterday, Senator Barry Goldwater (Republican, Arizona), who is chairman of the committee, said: "There will be those who say the system ain't broke, so don't fix it. However, it is broke, and we need to fix it. If we don't, our military effectiveness will be seriously impaired."

The 645-page report, two years in the making, says that the uniformed services are unable to rise to the levels of close co-operation needed to conduct warfare.

Such operations at present, it says, are often no more than loose confederations of single service forces patched together at the last moment.

Senator Goldwater said that in a future war the Pentagon's flaws would cause Americans to die needlessly and might bring about defeat.

Since the last defence reorganization, in 1958, the threat to the US and other military security organization had not kept up.

Reagan insists SDI is not for bargaining

From Michael Binyon, Washington

After receiving firm backing from Nato parliamentarians for his Strategic Defence Initiative, President Reagan has again declared he would not bargain away the research and testing programme.

Calling SDI "an historic turning point", he said that for the first time energy and resources were being used to find new technology aimed at saving lives. "If we are successful, it will improve the opportunity for arms reduction, because missiles, no longer the ultimate weapon they are today, will be more negotiable."

The North Atlantic Assembly, ending its meeting in San Francisco, voted by 91 to 12 to support SDI, provided the research did not violate the 1972 anti-ballistic missile

treaty (ABM). Mr George Shultz, the Secretary of State, had assured them it would not.

SDI doubts: Strategic defence against ballistic missiles would work only if the number of strategic missiles were dramatically reduced through arms control agreements, a conference in London was told yesterday (Rodney Cowton writes).

Mr Paul Warnke, a former chief American negotiator in the Salt II disarmament talks said those carrying out President Reagan's policy of rendering strategic ballistic missiles "impotent and obsolete" through SDI knew that this could not be accomplished with the technologies at present in prospect because the defence could be swamped

Voting at Bastille for the new 'Marianne'



Métro travellers at Bastille cast their votes for one of the 24 Catherine Deneuve models on display at the station.

French choose the best of Catherine Deneuve

From Diana Geddes, Paris

For the first time since the adoption in 1792 of the Phrygian-bonneted woman as the symbol of the French Republic, the people of France are being allowed to choose the sculpted head they feel best suited to the role of 'Marianne'.

In a nationwide poll held under the auspices of the Ministry of Culture last May, Catherine Deneuve, the 41-year-old blonde French actress and former mistress of Roger

Vadim, was chosen as the model for the new Marianne in place of Brigitte Bardot, the 51-year-old former wife of Roger Vadim, who had held the role for the previous two decades.

That choice was perfectly democratic. Mlle Deneuve received 36 per cent of the vote, putting her well ahead of her nearest rival, fellow actress Isabelle Adjani.

A competition was then organized to select the best sculpted head of Mlle Deneuve.

Out of more than 100 entries, 24 were selected by a jury appointed by the Ministry of Culture. Those 24 busts are now on display in the Métro at the Bastille (as befits the symbol of the Republic), where the general public are being invited to select their favourite.

The 70,000 ballot papers available in 37 Métro stations are going like hot cakes. Queuing to vote yesterday all thought the competition an excellent idea, and were evi-

dently taking their responsibilities very seriously.

What they did not know is that their choice will probably not be adopted as the official new model for Marianne. That function is obviously considered too important to be left to the decision of the rabble. So a nine-member jury has been appointed by the Ministry of Culture to select the official winning entry on October 25.

Those who rue the passing of the Bardot model with its voluptuous pouting lips and lightly-veiled thrusting breasts - only one of the Deneuve models has even a hint of breasts - may be pleased to learn that the new model will not be obligatory.

It will simply be added to the four existing official models, including that of Bardot, from among which mayors may in future choose. The other three models date from the Third and Fourth republics.

Falklanders reassured on British policy

Port Stanley (AP) - Britain's new Governor of the Falkland Islands, Mr Gordon Jewkes, reassured the 1,800 islanders yesterday that his appointment did not reflect any changes in Britain's attitude to Argentina.

After taking the oath of office in a brief swearing-in ceremony before 150 invited guests and members of the public, Mr Jewkes addressed the question of whether his governorship would bring any shift in Britain's policy toward the islands.

"The short and emphatic answer to that is no," he said. The swearing-in ceremony, initially planned for Tuesday afternoon, was delayed by a day because Mr Jewkes's plane was several hours late in arriving from Ascension Island. The oath of office was administered by the Islands Attorney General Mr Michael Gaiger.



Mr Jewkes: swearing-in delayed by a day.

Mr Jewkes, a career diplomat, succeeds Sir Rex Hunt, who has retired as Governor after six years and sailed from the islands last Sunday to return to Britain.

Doctors operate in street on quake victims

Moscow (AP) - More than 8,000 were left homeless and hundreds of millions of dollars of damage done in Sunday night's earthquake in Tadzhikistan. Soviet media reported. At Kayrakum, the epicentre, a multi-storey steel and concrete rug factory caved in on its 1,000 workers.

The main hospital at Kayrakum, was so damaged that doctors sent the seriously ill to Leninabad. But dozens of injured kept coming in so a surgeon set up a field clinic where he worked through the night, *Levitsky* reported.

"He worked on wounds, attached splints and then carried the wounded into the streets in his arms." He and other doctors used kerosene lamps, and car headlights to illuminate their outdoor operations.

Hungary under literary fire after meeting ban

From Richard Bassett, Budapest

In a speech peppered extravagantly with literary and historical allusion, Mr Norman St John-Stevens, head of the British delegation to the European Cultural Forum, yesterday criticized Hungary for having banned the "alternative" cultural symposium organized by human rights groups.

The symposium, which was to have taken place in the Intercontinental Hotel, was forced to hold its discussions in a private house. Mr St John-Stevens said: "How splendid it would have been had those speaking outside this forum been able to meet without constraints."

Quoting Coleridge and Matthew Arnold interspersed with references to John Henry Newman, Mr St John-Stevens insisted that the Western idea of

culture was based essentially on the freedom and liberty of the individual. The British delegation statement followed a joint European Community protest delivered orally to Hungary yesterday. As an oral protest, however, it was said to have fallen far short of that issued earlier by the United States.

A spokesman for the US delegation said it deplored the Hungarian decision, and accused Hungary of having violated its commitments at Helsinki and Madrid.

Despite the strength of the US protests, several Nato diplomats sympathized with the Hungarians, who, according to one Budapest official, had been under considerable pressure from Moscow.

Asian settlers show the US how

From Trevor Fishlock, New York

The pattern of immigration into the United States has a remarkable new look. Almost half of the newcomers who have settled here since 1980 are from Asia. And in education and income they are outperforming all other Americans.

Their economic and academic success marks them out as model migrants, standard bearers of the idea of the "American dream" - starting from scratch and becoming successful through hard work. In general, Asian immigrants have strong and stable family life and are devoted to educating themselves and their children.

Asian children regularly score better marks in school than whites and blacks. Eighty-seven per cent of white and 74 per cent of blacks complete their high school education. The completion rate for Japanese Americans is 96 per cent; for Asian Indians and Koreans 94 per cent; for Chinese 90 per cent; and for Filipinos 89 per cent. A very high number of Asians go to leading universities.

A century ago more than nine-tenths of immigrants into the United States came from Germany, Britain, Ireland, Italy, Central Europe and Russia. Asian migrants were under two per cent.

Between 1960 and 1969 12 per cent of migrants came from Asia, 36 per cent from Latin America and 39 per cent from Europe. The 1965 Immigration Act altered the system that had favoured European migration and provided easier access for Third World people.

In the past four and a half years 48 per cent of immigrants have been Asian, 35 per cent Latin American, and 12 per cent European. More than 1,680,000 Asians have settled here in that time, bringing the Asian-American population to more than 5.1 million - 2.1 per cent of the population of 239 million. The number is expected to double in ten years. The new arrivals are the first big influx of non-white people since the years of the slave trade.

The main Asian groups in the country are: Chinese 1,079,000; Filipino 1,051,600; Japanese 766,300; Vietnamese 634,200; Korean 543,400; Indian 525,600.

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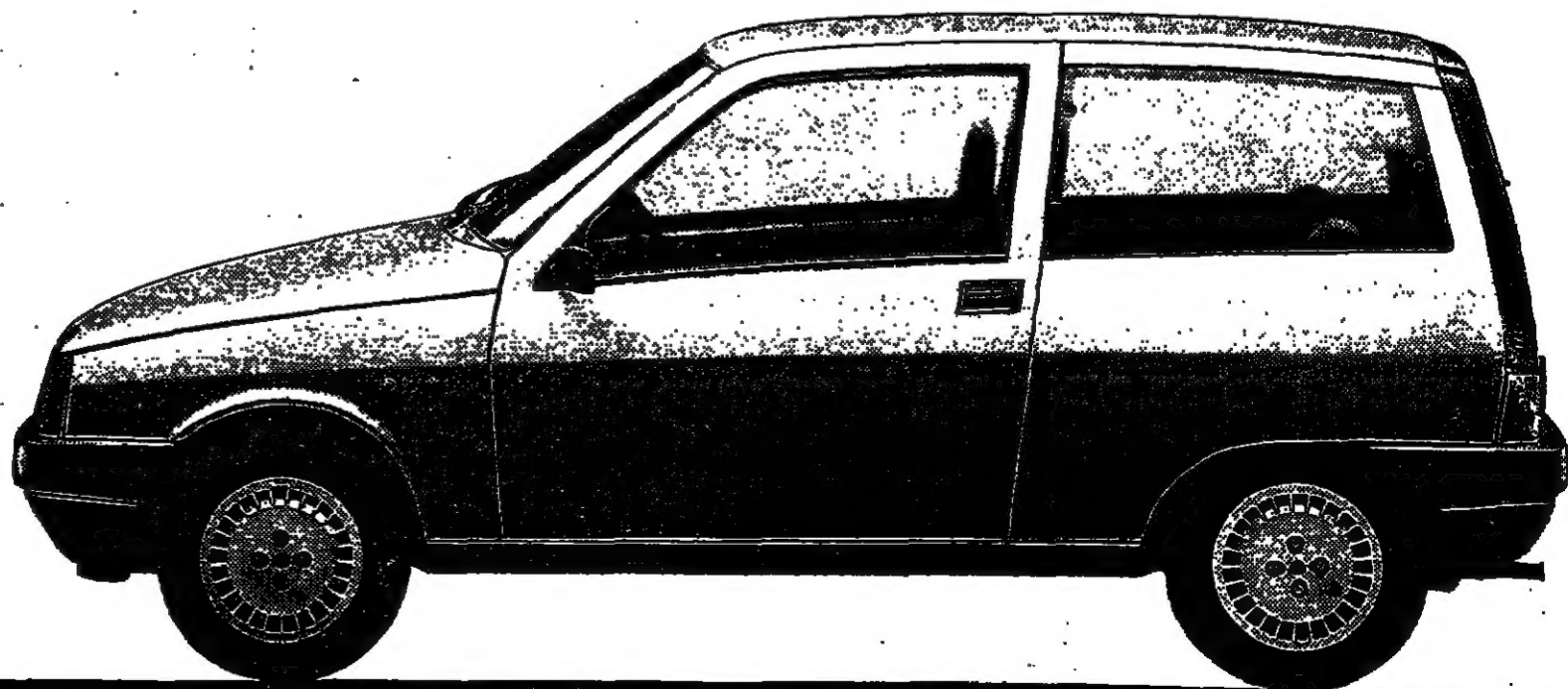
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هكزامن الأصيل

Egyptian tempers rise but Mubarak wary of calls to cut US link

From Alice Brinton, Cairo

Tempers are rising in Egypt over what both officials and ordinary Egyptians see as American violation of their country's sovereignty with the forcing down of the Egyptian plane carrying the Achille Lauro hijackers.

About 1,000 students from Cairo's Ain Shams University turned out yesterday to protest against the interception.

They gathered outside the main campus shouting anti-American and anti-Israeli slogans. As I stood on a parapet watching, a number of them caught sight of me and I suddenly found myself the target of their fury and invective.

I left hurriedly, threading my way through several lines of anti-riot troops carrying teargas and batons.

The pilot of the intercepted airliner, Captain Ahmed Adeb, was awarded the Order of Merit by President Mubarak yesterday for having conducted himself honourably in a crisis.

Captain Adeb echoed President Mubarak's original words and called the interception "an act of piracy" in violation of aviation law.

Asked if the four US Navy pilots threatened to shoot down his plane if he refused to fly to Sicily, a light-lipped Captain Adeb replied tersely: "Yes".

The Egyptian Government

position towards the United States meanwhile remains cool, with a high-visibility black cloud hanging over bilateral relations.

As Egypt receives about \$2.5 billion from Washington annually in military and economic aid, it is hard to see how belligerent President Mubarak can be towards his powerful ally.

● BEIRUT: The posters carried at Ain Shams University in Cairo yesterday were particularly virulent (Robert Fisk writes). Most demanded a break in relations with both America and Israel, while several referred to President Reagan as "an animal".

Two left-wing Opposition leaders, Mr Ibrahim Shukry of the Socialist Labour Party, and Mr Khaled Mohieddin of the National Progressive Unionist Party, also demanded yesterday that Mr Mubarak cut relations with the US and Israel.

Mr Mubarak refused to do so after a two-hour meeting with Mr Shukry, Mr Mohieddin and three other Opposition leaders.

While expressing his resentment at Washington, Mr Mubarak told the five that he planned no "drastic action". Nor did he intend to complain to the UN Security Council.

While America, Italy and the Arab world are still involved in the crisis of the Achille Lauro, however, the Soviet Union was

last night directing its attention to Beirut, where gunmen claiming to represent the Islamic Liberation Organization were threatening to murder their surviving three Russian hostages at midnight if the Soviet Embassy in the Lebanese capital did not close.

The Russian compound was surrounded after dark not only by Druze militiamen but also by Lebanese Army paratroops. Soviet diplomatic staff remained at work during the day, and there were no plans to evacuate them from the city.

The Russians are still apparently not sure just who are the kidnappers of their two diplomats and the embassy doctor. Originally, their capture had promised to release them if the fighting around Tripoli came to an end.

It will be little consolation to the Russians that the Syrians are now proclaiming a new *Pax Syria* in Lebanon after talks in Damascus between Christian Phalangist, Druze and Shia Muslim leaders. All have agreed to end the civil war in Lebanon and to abide by new distribution of political power in the country.

However, "Peace in our Time" has been declared here many times before.

Leading article and letters, page 13



President Mubarak of Egypt decorating Captain Ahmed Adeb, pilot of the Egypt Air Boeing 737 forced to land in Sicily by US Navy jet fighters, for his bravery in facing the crisis.

Private Peres peace moves may lead to split with Likud

From Ian Murray, Jerusalem

Mr Shimon Peres arrived in Washington yesterday with a secret peace plan for the Middle East in his pocket. It could force an early election in Israel if it proves acceptable to the rest of the world.

The Israeli Prime Minister believes that the time has never been better for him to launch his own initiative and has reportedly been working on it hard and very privately.

To the fury of his Likud coalition partners, he has refused to discuss his plan even in the inner Cabinet.

This has led the Likud to break protocol and mount a loud campaign against him while he is on official government business out of the country. Comments from a party meeting on Tuesday evening were quickly leaked, to make sure that Mr Peres knew his partners' anger at the very idea that he would make any proposal without consulting them.

Mr Peres has aroused suspicion by going out of his way recently to compliment King Hussein of Jordan as a man of peace and to say that he sees Jordan as a moderate state.

There is even a rumour that he flew to London on October 5 for a secret meeting with the king to talk over his peace project.

It also fears that he might agree to this within the framework of an international conference.

International, that he had seen a change in Jordan's attitude to Israel.

Mr Yitzhak Shamir, the Foreign Minister and Likud leader, who is supposed to swap Cabinet posts with Mr Peres in a year's time, said pointedly yesterday that he would have to approve any deal.

He told the Israel Foreign Affairs and Defence Committee that he did not accept Mr Peres' evaluation of King Hussein because the King remained very close to Mr Yasser Arafat, chairman of the Palestinian Liberation Organization.

The Foreign Ministry is to publish tomorrow a White Paper presenting intelligence reports on the state and activities of the PLO, pointing out how well established it is in Jordan.

Mr Peres is equally on record - notably by sending bombers to Tunis - as wanting nothing to do with the PLO. He does want to persuade Washington, and King Hussein, that the best way forward is to drop the PLO and to hold direct talks with Jordan and Palestinians untainted by links with Mr Arafat.

The Likud suspicion is that Mr Peres is prepared to offer some kind of autonomy in the occupied West Bank.

It also fears that he might agree to this within the framework of an international conference.

Washington braced for Arab anger

From Michael Binyon, Washington

While warning Arab countries that the United States would use "all steps possible" to arrest Muhammad Abbas, the Palestinian accused of planning the Achille Lauro hijacking, the Reagan Administration is now resigned to a possibly crippling delay in the Middle East peace process.

After President Reagan's defiant refusal to apologize to Egypt over the interception of the airliner carrying the hijackers, relations seem more strained than ever. Washington is anxiously watching the growing opposition in Egypt to President Mubarak.

And the body-blow dealt to the credibility and influence of the Palestine Liberation Organization, both by the hijacking and the cancellation of talks in London, has undermined King Hussein's efforts to build a Jordanian-Palestinian negotiating team with tacit PLO approval.

Washington is bracing itself for a general deterioration in relations with the Arab world, but insists it will strike at terrorists again wherever possible.

Mr Casper Weinberger, the Defence Secretary, speaking to reporters in Asia by satellite, said yesterday he hoped the United States actions would deter terrorist activity. Each nation had a duty to protect its citizens, and the United States would continue to accept that responsibility.

The action we took in the Mediterranean was the kind of action the President has been saying we would take.

Mr Larry Speakes, the White House spokesman, said the US position had been made known to all governments in the Middle East.

Husain in Foreign Office talks

By Rodney Cowton
Defence Correspondent

King Hussein of Jordan yesterday had talks in London with Mr Timothy Renton, Minister of State at the Foreign Office, after the collapse on Monday of the plan for a meeting between Sir Geoffrey Howe, the Foreign Secretary, and a Jordanian PLO delegation.

The meeting was described by a Foreign Office spokesman as "taking stock". Britain was still willing to do what it could to assist the Middle East peace process. The question was not whether Britain should be involved but what form that involvement should take.

On Tuesday King Hussein had interrupted his holiday in Scotland to come to London and refute suggestions that Sir Geoffrey was responsible for the plan's collapse.

Meanwhile, it was confirmed in Whitehall that, as expected, Mr Shimon Peres, the Israeli Prime Minister, will visit London in January.

● Church rift: The support of the Archbishop of Canterbury, Dr Robert Runcie, and his assistant, Mr Terry Waite, for Bishop Elias Khoury, a member of the PLO delegation to London, opened a rift yesterday between the Jewish community and the Church of England (Clifford Longley writes).

In a statement, the Board of Deputies of British Jews said it was "grieved by Mr Waite's 'selective statements' on Tuesday in support of those who 'perpetrate terrorist actions'". It pointed out that the Jewish community had established and maintained good relations with the Anglican Church and with the Archbishop.

Israel says Arafat sent secret note

Jerusalem - Mr Yasser Arafat, the PLO leader, has sent a secret message of congratulation to Mr Muhammad Abbas, according to Israeli Foreign Ministry sources (Ian Murray writes).

The sources said yesterday that the message was sent to the Palestinian Liberation Front leader after he had left Italy on October 13 when the United States was seeking his extradition.

"According to Israeli intelligence sources the message congratulated the PLF leader for his role in the hijack of the Achille Lauro and for avoiding being caught by the American extradition warrant."

Iraq President sees PLO chief

Baghdad - President Saddam Hussein visited the PLO chairman, Mr Yasser Arafat, at his residence here yesterday and restated his support for the PLO under his leadership, the official Iraqi news agency said (Reuters reports).

He said the PLO was "the sole legitimate representative of the Palestinian people in their just struggle to restore their legitimate rights," the agency reported.

Spain confirms men's deaths

Madrid - The two badly battered bodies found in a Barcelona flat last week are those of the Israeli seamen, Joseph Abu Zion and Joseph Abu Jacob, the Spanish police confirmed yesterday (Richard Wigg writes).

Police are hunting for a Palestinian with Jordanian nationality.

Inflation rate tumbles

Jerusalem - Israel's cost of living index rose in September by only 3 per cent, the smallest monthly increase since June 1981 (Ian Murray writes).

It is the second consecutive month the figure has been held down by the Government's tough austerity plan, agreed in July with the Histadrut, the trade union movement.

Although the annual inflation rate is still 167.8 per cent prices have risen by only 7 per cent since the deal with the unions was agreed.

With most prices official.

frozen, the index would have risen by only 1.2 per cent last month had it not been for the unrestricted cost of fresh fruit and vegetables.

Cabbages showed the greatest gain, the price soaring by 279 per cent. Cucumbers went up by 159 per cent and tomatoes by 90 per cent, despite a consumer boycott which is backed by Mr Aynur Nahamkin, the Agriculture Minister.

The boycott has been so successful that even in restaurants customers have been refusing to have tomatoes.

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For a wider investment choice

The unofficial guest at a special party

The Times Profile: Oliver Tambo

Until recently, whenever Oliver Tambo came to London he had to behave like an uninvited guest. Apart from African diplomats and a handful of British friends, few people wanted to know him.

It is different now. When Tambo, leader of the African National Congress (ANC), was here two weeks ago he was the star attraction at the Labour Party conference and journalists queued up to interview him. Sir Shridath Ramphal, the Commonwealth secretary-general, gave a dinner for him at Marlborough House, attended by high commissioners, businessmen and other prominent citizens who are interested in South Africa.

British officials, however, were conspicuous by their absence because the Government will have nothing to do with the ANC on the grounds that it is dedicated to the violent overthrow of the South African government.

This week Tambo is in Nassau for the Commonwealth Conference - unofficially, of course, because the British don't want him there even if most other Commonwealth members do. He will return to London at the end of this month for more lunches and dinners with people of influence.

It used to be only black African and Soviet bloc countries that treated him so royally. But during a recent visit to the United States he was feted on Wall Street and Capitol Hill. Only the Reagan administration gave him the cold shoulder, for the same reason as the British.

'If I'm a terrorist, it's because of the terrorism of apartheid'

He's in Nassau without power, without official voice, to put South Africa on trial in front of an organization from which he withdrew 22 years ago because of opposition to her racial policies, policies that will dominate the 1985 Commonwealth Conference over the next few days. Ironically, if Mr Tambo and his supporters inside and outside the Commonwealth are successful, South Africa may one day rejoin the club.

The explanation for Tambo's new status is the current eruption of political unrest across South Africa. The world has suddenly realized that

apartheid is beginning to crumble and that the ANC will have a crucial role to play in the transition from white minority to black majority rule.

That has also become apparent to white South African business leaders who last month defied President Botha and flew to Zambia for talks with Tambo and other ANC leaders. "We had a marvellous meeting", says Tambo, recalling how he broke the ice by proposing that blacks and whites should sit next to, rather than opposite, each other. "I wanted to emphasize that we were all South Africans, no matter what our colour is."

President Botha's administration regards Tambo as a terrorist. He does not shy away from the term. "If I am a terrorist, it is because I have been forced to become one by the terrorism of apartheid", he says. But he denies the ANC is actively sponsoring a campaign of terror. In a "liberation struggle", he believes, innocent people are bound to get hurt. But he insists that the ANC does not deliberately try to kill women and children - unlike the South African authorities.

Tambo certainly does not look or sound like a terrorist. Standing, neatly suited, amid the gilt and chandeliers of Marlborough House the other day, he could easily have been one of the African high commissioners who had come to hear what he had to say.

Tambo's message is a simple one. Apartheid is doomed. President Botha's reforms are just an attempt to hoodwink the world and buy time. The international community should not allow itself to be fooled by his "manoeuvres". The West should impose sanctions now and support the ANC's efforts to establish a "new society" in South Africa, in which blacks and whites live together as equals.

There are two motives for Tambo's present travels around western capitals. He wants the West to boycott South Africa, but he also wants to canvass diplomatic support in the hope that the international community will come to regard the ANC as the only real representative of the South African people and eventually, perhaps, recognize it as a government-in-exile.

Many people find it hard to equate Tambo's comforting vision of a peaceful, racially-integrated South Africa with the reality of the vicious and bloody struggle that is



Celebrity rebel: Oliver Tambo addressing this year's Labour Party conference

taking place there. At an ANC conference in Zambia last June a decision was taken to intensify the "people's war" and to strike at "soft" targets. Tambo himself has said the struggle is moving into "an era of heavy bloodshed".

Would Tambo have the ability to bring forth from this expected carnage a country which, according to the ANC's "Freedom Charter", will be based on peace, liberty, justice and equality? Some doubt that he would even want to, that the regime which would emerge if ever the ANC comes to power would be as ruthlessly authoritarian as the communist governments which are now its main backers.

It is true that the ANC receives much of its military support from Moscow; it is true that it has a close

alliance with the South African Communist Party (SACP) and that communists such as Joe Slovo and Moses Mabhida hold senior posts on the ANC's executive committee.

But it is incorrect to regard Tambo as a Russian stooge or political fanatic. He is an old-style black nationalist who has often proved himself to be a force for moderation at times when more extreme elements wanted to plunge the ANC into a campaign of indiscriminate violence or shift it sharply to the left.

Tambo presided over moves earlier this year which brought non-Africans on to the executive committee for the first time. As he pointed out, an organization that preaches non-racialism must practise non-racialism as well.

His views on the future of the South African economy are also only moderately socialist. Although he favours state participation in such industrial conglomerates as Anglo-American, Barlow Rand and Sanlam, he insists there will still be "plenty of room for free enterprise".

Tambo belongs to the generation of nationalists who came to the fore at a time when apartheid was being methodically implemented by the National Party government that swept to power in 1948. Some of his contemporaries are now dead.

Others, like Nelson Mandela and Walter Sisulu are in prison. His friendship with Mandela goes back to the 1940s when they both helped to set up the ANC's Youth League. They have remained firm friends ever since even though the two have

1917 Born in Bizana, in the Transkei, son of a peasant farmer.
1924-33 Attended mission schools in the Transkei.
1933-38 Attended St Peter's secondary school in Johannesburg.
1938-41 Attended Fort Hare University. Graduated with a BSc. Went on to study for an education diploma but was sent down one month before examinations for organizing a student protest.
1944 Joined ANC.
1945 Appointed vice-president of ANC youth league.
1949 Elected to the ANC executive, which he has been on ever since.

1954 Banned from attending public meetings for two years.
1955 Appointed secretary-general of ANC.
1956 Arrested on treason charges, released in 1957.
1958 Appointed deputy president of ANC.
1960 Leaves country to set up external wing of ANC seven days after the Sharpeville shootings.
1967 Becomes acting president of the ANC following the death of Albert Lutulu.
1977 Elected ANC president, a post he still holds.

not met since Tambo left South Africa in 1960 to set up an external wing of the ANC.

In a recent message which Mandela smuggled out of Pollsmoor prison near Cape Town, where he is serving a life sentence, the symbolic leader of the ANC went out of his way to praise his "good friend, Oliver Tambo".

At 16 Tambo travelled to Johannesburg from the Transkei to attend a school set up by the Community for the Resurrection. It was there that he met the then Father Trevor Huddleston, who helped him join the priesthood. During much of his early political career the ANC was dedicated to a policy of peaceful protest and non-violent disobedience and Huddleston's superior, aware of Tambo's nationalist sentiments, was unenthusiastic. However Tambo was about to be accepted as a candidate for ordination in 1956 when he was among 156 men and women brought to trial on charges of treason.

By 1961 the ANC had been banned by the South African government, and turned to a policy of limited violence. Umkonto we Sizwe (Spear of the Nation) was established as the ANC's military wing and embarked on a sabotage campaign against government installations. Tambo has headed the ANC in exile since then, flitting constantly between its main centres in Lusaka, Luanda and Dar es Salaam.

The ANC is a secretive organization - with good reason. The South Africans have carried out a number of bloody raids on ANC centres in Zambia, Botswana, Swaziland and Mozambique. Tambo is convinced he will be the target of a South African attack sooner or later. The ANC's governing body is its executive committee, which was expanded in June from 19 to 30 members to include a number of radicals. At the same time a decision was taken to intensify the armed

struggle, suggesting that the supporters of militant black consciousness, who joined the ANC after the Soweto unrest in 1976, are gaining influence in the organization.

Umkonto we Sizwe is believed to have a trained guerrilla force numbering between 6,000 and 10,000. It is led by Joe Modise who is number three in the ANC leadership. For years its activities were limited to sporadic attacks against railway lines and electricity pylons. More recently it has carried out raids against the Sasol oil-from-coal complex and the Koeberg nuclear power station as well as a bloody attack on an army recruiting office. During the first six months of this year the ANC carried out 44 guerrilla attacks, the same number as during the whole of 1984.

'An old-style black nationalist... often a force for moderation'

Whether Tambo can control the forces under his command remains to be seen. He says that the ANC is "determined to make apartheid unworkable and the country ungovernable". But he also insists that he has "no wish to celebrate liberation day surrounded by a desolate landscape of destroyed buildings and machines reduced to scrap metal".

Is a peaceful solution still achievable? He doubts it. The only negotiations he is prepared to contemplate would be about the mechanisms for an immediate change to majority rule and that is something which President Botha will certainly not accept.

So the man who wanted to become a priest now feels obliged to carry on a war which for a long time he tried to avoid. That is the tragedy of South Africa.

Nicholas Ashford

Roots of a horticultural revolution

Most of the world's best gardens are in Europe or North America serving as "treasure houses" for the flowers and plants from the rest of the world. One of the most interesting performing a local conservation role is in Spain's Canary Islands. It is run by a 42-year-old Englishman from Liverpool.

Next month, Dr David Bramwell and his gardens will play host to an international conference on the future of botanical gardens and world conservation strategy organized by the International Union for the Conservation of Natural Resources (IUCN) and the Canary Islands' local authorities.

Last year Dr Bramwell and his team of young botanists at the Viera y Clavijo Jardín Botánico won a Peter Scott Award, sponsored by the World

How an Englishman is preserving the Canary Islands' unique flora

Wildlife Fund, for innovative conservation work. They had successfully grown almost 100 of the Canary Islands' 120 endangered species barely surviving in their natural habitat. That is roughly as many endangered species as in the whole continent of Europe up to the Ural Mountains.

The Canary Islands are extraordinarily rich in flora, with some 500 different species, many of them pre-Ice Age. Some succulent flora are relics of a pre-Saharan Africa and therefore unique as a genetic resource.

Five miles south of straggling

Las Palmas, the ugly modern capital of the island of Gran Canaria, in a valley between volcanic hills at Tafiira Alta, there are the botanic gardens where Dr Bramwell has lived and worked as director with his English wife, Zoe, also a botanist, for the past 12 years.

More than half the endemic species of Spanish flora are now in danger, due largely to the uncontrolled economic development of the past 30 years, well illustrated by the Canary Islands' boom as a European tourist mecca. The Bramwells have therefore made conservation the major thrust of the gardens' activities.

Dr Bramwell says he used "test tube baby" methods to cultivate the *Senecio Hadrosomus*, classified last year by the IUCN among the world's 12 most endangered flora and which now alone grows wild on Gran Canaria. This magnificent flowering shrub is the wild relation of the British florists' cineraria pot plant.

The British horticulturalists' crop plant actually originated in the Canaries. "The *Flor de Mayo* (literally, Woody Flower of May) grows wild on cliffs only in the central mountains of Gran Canaria", Dr Bramwell explains. "It doesn't like growing away from its habitat and we have had difficulties in the garden, which we are now overcoming by growing in tissue culture, treating the shrub roots rather like a test tube baby, so that we are now able to grow it in large numbers."

Dr Bramwell, who left his teaching post at Reading University to become director of the Jardín Botánico, says the Canaries' geographical location might symbolize a future worldwide botanic gardens strategy. The gardens lie physically out of Europe, yet the level of research growing endangered local species is up to European standards. That might help to end the paradox, engendered during the 19th century in Europe and North America, of botanic gardens having all the scientific resources and knowledge yet situated in regions comparatively poor in the world's flora resources.

If an international network of botanic gardens could be established, exchanging information and personnel, then London's Kew Gardens might "adopt" a Latin American garden and help it to do an important job in, say, the Amazon region.

In the meantime, it is indicative of the local authorities' recognition of Dr Bramwell's work that the Woody May Flower, saved from extinction by his team, has been adopted as the official badge of the islands' conservation efforts.

Richard Wigg

Stamps with star secrets



Bending the rules: artist Adrian George

Adrian George tells Sarah Jane Checkland of a riddle on his Christmas stamps

hatching, but often in stronger colours and on a grander scale. At an average of 4ft high, the drawings compare with those produced by Degas in the 1890s, both in scale and style.

Many show mythological figures pursuing activities as earthly as mythological activities can be: nymphs at their toilettes, or gods at what can only be described as adult play. "These drawings are where classicism, religion and the erotic all meet," says George who seems to want it all ways.

He has cast Hinduism aside - "because their concept of destiny has got a certain hopelessness, they can't even mend the hole in their roof because it's been decreed" - and taken to dabbling in other religions. He sometimes attends Evelyn Waugh's Catholic church in Farm Street, Mayfair, near his home. He is triumphant at having published a drawing of the Crucified Christ in *The Sunday Times* records page. "I try to make my work spiritual, invoking the idea of order in this increasingly barbaric world".

George believes in the magical power of images. He describes a picture he was drawing last year. It started off as two Spanish dancers, but as he worked they began to take on the appearance of widows.

George, now in his 41st year, is just completing a set of pastel drawings for an exhibition at the Francis Kyle Gallery called "Adrian George is Arcadia". Again the distinctive cross-

"Then six people I know died. Then my father had a heart attack. I destroyed the whole thing and the sequence of death stopped".

But for all this mysticism, George is also a healthy pragmatist. "I am the T. S. Eliot of artists. I work like a bank clerk in my Bayswater studio." His drawings often result from careful smudging, and wiping off, but as often as not he uses "another system altogether, called tearing up".

Although he refuses to discuss his future work because

"that would disseminate my energy - I've talked out too many pictures in my time", he assures his public that he will be remaining in Arcadia for a while.

That is, unless he is invited to design an opera production. If the phone rings and the voice on the line makes such a suggestion, this time he will agree at once, especially if it is *Madam Butterfly* on offer, the opera for which he feels most suited.

Adrian George in Arcadia is at the Francis Kyle Gallery, Madam Street, London W1 from October 22, and his stamps can be bought at Post Offices from November 19.

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CONCISE CROSSWORD (No 776)

ACROSS	DOWN
1 Falling water power (5,8)	1 Small specimen (6)
2 Coat cake (3)	2 Stick to (6)
3 Extendable (9)	3 Oats breakfast (8)
4 Beg (5)	4 Star orbiter (6)
5 Bare breasted (7)	5 Lighter (4)
6 Woman's part player (7)	6 Multiply by three (6)
7 Entice (5)	7 Way in (6)
8 White friar (9)	8 Insect secretion (3)
9 Speed (3)	9 Solitary card game (8)
10 Stitching tool (6,7)	10 Tree juice (3)
11 Blame (6)	11 Taken aback (6)
12 Blame (6)	12 Bismark (6)
13 Taken aback (6)	13 Gruesome (6)
14 Bismark (6)	14 Tube (6)
15 Gruesome (6)	15 Sicilian volcano (4)
16 Tube (6)	
17 Sicilian volcano (4)	

THOMAS KENEALLY family madness

"It's a brilliant book. More than any other contemporary writer the author deals in moral concern... It's worth betting it'll be ten times better than most novels we're likely to see in the near future."

Hilary Bailey, *The Guardian*

"Thomas Keneally has always been remarkable for the breadth of his vision... this is an impressive performance... ingeniously constructed... extremely telling."

Selina Hastings, *The Daily Telegraph*

"Mr Keneally seems to me to have pulled off a major Australian work of art... a memorable reading experience."

Auberon Waugh, *Daily Mail*

"A master in fine fettle... a brave, brisk book, loud with the lessons of history. And what a springy style Keneally deploys, every phrase alive on the page."

David Hughes, *The Mail on Sunday*

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BOOKS

مكتبة الأصيل

The Artist and the Impresario

When Ezra Pound first became acquainted with Wyndham Lewis and his friends, around 1909, it was put about that he was Jewish (after all, he was called Ezra) and he was treated with some coldness on that account. I suppose it is possible that Pound's anti-Semitism, which became more obsessive with the years, had its origins in an early sense of rejection: of his being, himself, the Outcast Jew.

In later life, he manipulated himself into a position where he was not only the outcast, he came quite close to being executed for his broadcast in Fascist Italy. It has recently been argued that the plea of insanity on his behalf was merely a ruse to save his life. Without going into the details of the trial, I should just like to say that, even if Pound himself was not insane, his anti-Semitism was insane.

The kind of anti-Semitism that Pound would have encountered among Lewis's friends in London, horrible as it must have been, was a part of the cultural heritage that any thinking person would reject. The prejudice continued, of course, but it tended to be swept under the carpet.

James Fenton on the connection between two gurus of modernism and of a botched civilization

THE LETTERS OF EZRA POUND AND WYNDHAM LEWIS
Edited by Timothy Materer
Faber, £25

Eliot's anti-Semitism, is a case in point. It infects the early poems, but where it infected the prose writings Eliot later disowned the views in question, saying that he had been a sick man at the time.

Pound watched Eliot becoming more and more respectable in this sort of way, and he mocked him from afar. For Pound could not turn his back on his sickness: anti-Semitism had become his way of understanding the world.



Wyndham Lewis, whose letters to the prisoner Pound show a warmth that the early letters lack, tried to argue Pound away from what he saw was a fatal obsession with economics. He is very blunt with Pound - he tells him plainly that his views are crazy and of no interest. And he tries to persuade him to do himself some good by getting out of St Elizabeth's.

It worries me your remaining where you are, to take up a

strategic position in a lunatic asylum is idiotic. If I don't see you make an effort to get out soon I shall conclude, either that your present residence has a snobbish appeal for you, or that you are timid with regard to fate. Here is how what seems to be the next letter in the series begins:

Wyndham Lewis
On reflection will probably concede that it would have been

useless for me to reply to his ult at an earlier date.

Noting the element of TIME in the goddam morasses of western 1/2 sphere etc, time LAG in Regency for example and 'Revenge' and recording old Fordie's favorite hypocrisy to seek for the pass of the Sac Ent'Error in a low tea-house.

If you found this difficult to understand, so too did Wyndham

Lewis. Pound's view of the world was mad, and his way of expressing his views was so allusive, concentrated and elliptical as to suit his world view very well. He goes on:

I think the next advisable move wd be strictly in the suburbia of literary-craziness to DISTINGUISH between those authors whose minds possessed some quality which prevented them for falling for the tide of red poison pinko snobismo etc, notable among which are W.L. Mr Cummings (as of EMI) and one or two more whose names will occur to you.

That is to say, Pound is advising Lewis to write an article pointing out that Lewis, Cummings and Pound (the "one or two more" reference) had been right all along.

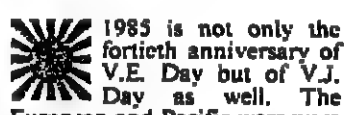
The Pound we prefer to remember is precisely the defender of art, the campaigner on behalf of unknown genius. Lewis wrote of him:

No envy of the individual is attached to the work. I have never known a person less troubled with personal feelings. This probably it is that has helped make Pound that odd figure - the great poet and the great impresario at one and the same time. Also, he is a born teacher...

We can see the impresario side of Pound throughout the first half of the book, where he is struggling away to sell Lewis's drawings for him, and campaigning on his behalf at every opportunity. At times this drives Lewis wild, and he has to reprimand Pound for telling the world how hard up he Lewis is - it appears to drive down the prices of the drawings. But still, to have had such loyalty and belief, for so long, must have meant a lot to Lewis, and in the later letters he very touchingly reminds him of some of the things he has achieved. Wasn't it you, he will say, who persuaded that woman to patronize Joyce? And Pound will get all excited and say, Yes indeed it was. Lewis died in 1972. Six years later, Pound is asked for an introductory note on the man he thought his most exciting contemporary. "It is a nuisance," he says, "to have outlived one's intelligence..." Meaning he knew that his brain had long since boiled dry.

Recent books of war, soldiers, and militaria reviewed by William Jackson and our other critics

Orient shakes off Occident



1985 is not only the fortieth anniversary of V.E. Day but of V.J. Day as well. The European and Pacific wars were closely linked, as far as the Allied strategists were concerned, though less so on the Axis side. Interest in the latter has never been as great on this side of the Atlantic as in America, for obvious reasons: the war in Europe threatened our existence; the loss of the Prince of Wales and *Reptile* and the fall of Singapore, unlike Dunkirk, left a sour taste however unjustified, of military ineptitude and failure in fighting spirit; and, in any case, the war against Japan was largely a United States affair. It can, however, be argued, and Christopher Thorne's *The Issue of 11* lends support to the thesis, that the Far Eastern conflict will turn out to be historically the more significant of the two. In Europe, apart from the descent of the Iron Curtain and the repatriation of Poland, few boundaries were radically redrawn and only the relatively recent Nazi and Fascist creeds were discredited. In the Far East, 500 years of European domination were overturned.

Christopher Thorne weighs the wide spectrum of political, social, and economic factors that led to the awakening of Asian nationalism, and made the Japanese attack on Pearl

THE ISSUE OF WAR
By Christopher Thorne
Hamish Hamilton, £15

Harbour both thinkable and attainable. He then turns to the upsurge in the Asian quest for independence in the wake of the startling Japanese victories of 1941/42, before assessing the intricate trends and pressures on both sides, which led, despite the Japanese defeat, to the Orient shaking off its Occidental shackles.

Thorne's work is essentially academic but it will interest the general reader as well. It is an excellent analysis of contemporary views, actions, and reactions, and controversies among the many different states and societies caught up in the four-year struggle that was far more complex and divisive than the war in Europe. Anglo-American strategic direction was divided by US dislike of British colonialism and by British, Australian, and New Zealand fear of American post-war commercial imperialism. Indian Nationalist views were agonizingly split between the wish to get rid of the British and fear of the Japanese alternative. South-East-Asian nationalists, like Sukarno of Indonesia, welcomed the Japanese promise of the "Asian Co-prosperity

Sphere", but soon found that "Asia for the Asians" meant "Asia for the Japanese". In divided and war-ravaged China the "Mandate of Heaven" was slipping from Chiang Kai-shek's shoulders, but had not yet been donned by Mao Tse-tung. Soviet policy on the northern flank was treacherously ambivalent. And at the heart of the conflict lay Imperial Japan's failure to understand that co-prosperity would have little attraction to other Asians when couched in terms of "co-operate or be crushed".

Christopher Thorne picks up and examines the myriad of tiny pieces which will one day fall into place and form the historical picture of the period. He piles them neatly in their contrasting colours, but he makes no attempt, in this book, to build the mosaic himself. It is to be hoped that he will do so by adding a fourth volume to his trilogy on the war in Asia. The other two are *The Limits of Power, 1921-33* and *Allies of a Kind, 1941-45*. The final title might be *The Consequences, 1945-75*. The fall of Saigon to the Vietcong in 1975 showed that America power in Asia was just as limited as the Japanese and much shorter lived than the European. Though the manifest victors of the Pacific War, the United States may be seen to have been the greatest losers in the end.

Shermans ships and keen eyes

Ken Tout's *Tank (Hale, £9.95)* is a reconstruction of 48 hours in a typical tank battle in Normandy. It could join books like Fred Mead's *The Monastery* as a minor classic in battle picture painting. It has an authenticity about it which could only come from deep personal experience, transferred by a lucky pen. Indeed, several war-time armoured commanders, including Field Marshal Lord Carver, have praised its realism.

Tout, at the time, was a trooper in the Northamptonshire Yeomanry and a gunner in one of the Sherman tanks. Previous daylight attacks had resulted in heavy British tank losses, and so Tout's regiment was sent in by night in a tight box formation to surprise and penetrate the German defence. They succeeded, but then had to withstand almost two days of German counter-attacks. Tout captures the feel of what it was like to be cooped up in the 32-ton steel box with three other men in fighting that cost the regiment half its tanks.

Flagship *Hood (Hale, £10.95)* is a very different story, spanning 23 years of action on other steel boxes, but of 48,000 tons and with a crew of over 1,400 men. The *Hood* and Ken Tout's *Tank* had two things in common: they were under-armed and their ammunition storage was more vulnerable than it should have been.

In the first half of the book Alan Coles covers the years from the *Hood*'s conception, or rather mis-conception, in 1914 to the outbreak of war in 1939. In the second half, Ted Briggs, one of the three survivors of her disastrous final engagement with the *Bismarck*, describes life in her at war.

Ted Briggs was in his late teens when he joined the *Hood* as a boy sailor at the outbreak of war. He was a communist, was on the bridge, close to the Admiral and Flag Captain. His account of the feelings in the ship; of the part she played in the destruction of the French fleet at Oran; and of her subsequent actions against the Italian fleet in the Mediterranean in Admiral Somerville's Force H, are an amalgam of his personal recollections and extensive post-war reading. The importance of the book lies in his eye-witness account of the conditions on the bridge in the last hours of the *Hood*'s life and of the horrors of her final engagement. The hard facts, as Admiral Chatfield wrote at the time, "the *Hood* was destroyed because she had to fight a ship 22 years more modern than herself".

The third book, *One Family's War (Hutchinson, £10.95)* is different again. Edited by Patrick Mayhew with a foreword by Christopher Wilson, it is a collection of letters written by the Wilson family in 1966 after losing the *Carrier* battle with *Denise* (Healey), it created the feeling of a large family at war, through their letters and diaries. But the Mayhews were no ordinary family: intellectual, articulate, politically aware, and well-heeled to boot, they reflect pre-war Oxbridge rather than the country as a whole. They wrote regularly to Lady Mayhew at Alderbury, near Norwich, and she circulated their letters to all other members of the family, hoping thereby to keep them in touch with each other in the very different war-time careers which were thrust upon them. She succeeded in this, but also provides us with a view of the war through 12 separate pairs of highly critical eyes.

Using the techniques of oral history that have won him success and critical acclaim, Tony Parker has set about studying the British Army today, who its members are, and why they joined. A note from his publisher, somewhat narcissistically printed in the text, suggests that Parker's scientific objectivity in the 1939-45 war would lead him "to ask some significant questions, and perhaps see the answers in a different perspective from other writers." Now living in Suffolk, Parker chose to examine the local regiment, the Royal Anglians; there is more than a hint that the aim of the exercise is to produce *Akenfield* in uniform.

As it is to prove the tape-recorder mightier than the pen or typewriter, Tony Parker took 18 months travelling 28,000 miles to record conversations with officers from general to subaltern, NCOs, privates, and their wives. In the interviews it is very often the women who emerge the most articulate and with most to say. Problems vary from the effect of long separations on small children, to a young officer's wife "finding time to be myself, carrying a husband's rank, keeping up with going up," and the marriage that has collapsed under the stress of Army life: "that's the way it is with the Army: once your marriage's broken up, as far as they're

Ruperts or cowboys, soldiers at peace

Robert Fox

SOLDIER, SOLDIER
By Tony Parker
Helmman, £9.95

concerned they don't give a ... for you any more, you're on your own. (Private's wife.) One officer's wife planned to stand with the Peace Women when her husband's battalion is ordered to Greenham Common.

Among the men the mixture of eccentric and stereotype is almost predictable, from the officer whose family has served the regiment for generations to the Captain who feels he has grown out of the army and has serious doubts about the use of soldiers in Northern Ireland, and the justification of the Falklands campaign. In various settings we meet the thinkers and the hard men, the cowboys and the Ruperts (young officers fresh from Sandhurst) and an RSM who appears to have walked out of a Giles cartoon; "I'm a one and only in my position, and not on first name terms with a single person here. ... The rank structure is such that friends are not possible."

Of the specific deployments

described and discussed, two stand out, Northern Ireland and Greenham Common, guard duty Northern Ireland is a mixture of boredom, incomprehension mixed with fear and a little respect for the IRA, nail-bombs and ambushes and weeks shut up in little more than a metal box as temporary barracks. One soldier's wife found herself about to give birth in a ward full of women from the Bogside. Even more illuminating are the reactions of soldiers and wives to deployment on the perimeter fence at Greenham Common.

Yet despite the colour and lurid language, the book is neither as rich nor penetrating as *Akenfield*. Ronald Blythe's study of a Suffolk village. It is not about the British Army today, nor much about the Royal Anglians for that matter. Rivalries and institutional policies pervade the Army, squabbles inside and between battalions, regiments, corps, and services. Nothing here is mentioned of the problems of the amalgamation of the East Anglian Regiments in the '60s, which many feel robbed them of their local identity and support. Though much space is given to service in Germany, nothing is said of the cut of Overseas

Living Allowance there, the single most explosive issue in the Army today, so much so that publication should have been delayed to include reflection of this. Little consideration is given to other arms and their regiments and their tribulations. Tank regiments are now faced with 12-year tours in Germany. Coupled to the LCA issue is the widespread and peculiar dislike at all levels of the current Secretary of State for Defence and his policies.

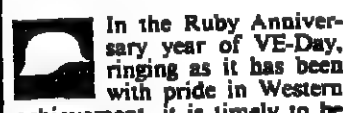
Successful accounts of armies in peace are notoriously difficult to bring off. Although they do a lot of it, soldiers are not good at sitting around doing nothing and talking about it; they are not hired as philosophers. Much more revealing are the moments when they are actually doing something. Particularly the things any professional must fear and anticipate most, action in full-scale battle. Sadly this dimension is completely missing.

In the end, too, one is left with doubts about the technique of this book. I would like to have known more about how the interviews were arranged and how they were edited. Evidently from the text many of the questions were "leading" questions, yet few are actually printed. What we are left with in the end is not a study of the British Army today, nor of the joys and sorrows of the Royal Anglian Regiment. *Akenfield* in uniform sometimes descends to caricature in khaki.

NEXT WEEK

In the Books Page
Fiona MacCarthy
reviews Marina
Warner on the
allegory of the
female form: and
double fiction

Forbidden pictures of the Drang East



In the Ruby Anniversary year of V.E. Day, ringing as it has been with pride in Western achievement, it is timely to be reminded how modest was our contribution to the defeat of Nazi Germany. Graf von Einsiedel does just that with his 150 previously unpublished photographs of, and commentary on, the *Wehrmacht's* advance from Poland to its check before Moscow and Leningrad in 1941, and its defeat at Stalingrad in 1942.

Von Einsiedel's photographs were taken, for the most part, by two German clergymen serving in units that advanced on Stalingrad - one as a chaplain and the other as a

private soldier. Officially only members of the Nazi Propaganda units were allowed cameras and film. The picture they present is of the ordinary German soldier at unit level free from taint of propaganda. It is a human picture showing them amongst the not unfriendly Russian peasants in their primitive surroundings, and in the great emptiness of the Russian countryside.

THE ONSLAUGHT
By Heinrich, Graf von
Einsiedel
Sidgwick & Jackson, £7.95

BOOKS

Selected poems 1957-1981/Ted Hughes/Faber and Faber/£3.50.
A comprehensive introduction to the work of The Poet Laureate.

P BOOKS
E M

Skevington's Daughter/
Oliver Reynolds/Faber and Faber/£3.95.
The Faber and Faber Poetry promotion, demonstrating the diversity of poetry today.

WHSMITH

Blood and battles, hot cats and wigs

Max Hastings, who took over from Lord Bellomont on the latter's death in 1981, has assembled almost 400 contributions to this anthology of killing. The book grips by its breadth of vision and the precision of its touch. It includes examples of grisly horror, black amusement, and droll humour.

In a skilful introduction Hastings answers all points of criticism of his selection. He has chosen contributors as much for their literary merit as for their subject matter.

The collection starts with several excerpts from the bloodthirsty military history of the Bible and passes thence to experiences of battles in classical literature, usually written by historians of the time, but sometimes by great captains themselves. It proceeds onwards through the early Middle Ages to Marlborough's wars, which are, alas, thin in anecdote, to Wellington and Napoleon, whose battles are full of outstanding reports at every level. The 20th century produced many soldiers who were not professionals and who approached the army from an amateur's point of view. Their stories often have greater powers of observation both of atmosphere and character. Many of them produce a greater literary content.

Bearing in mind the vast amount of material available it would perhaps be invidious to have favourites and thus to make a knock-out competition, or even to choose something in each of a dozen categories. Nevertheless it is possible to indicate notable occurrences in a book remarkable for its variety and interest.

Genghis Khan is said to have released a thousand burning cats and a thousand flaming swallows to spread fire in the city of Volohai. His reputation was such that 60,000 virgins hurried themselves from the walls of Peking to avoid the clutches of his troops. Probably the most savage of all was Bertrand du Guesclin, who became Constable of France in 1370, and was called the flower of chivalry. He murdered 500 English prisoners rather than have the bother of sharing them out among those who had captured them for ransom.

Gontran Goulden

THE OXFORD BOOK OF
MILITARY ANECDOTES
Edited by Max Hastings
Oxford, £9.50

A misshapen fellow, he represented in every way a type for so long the curse of humanity, the warrior of medieval Europe, General Bühl, one of Frederick the Great's soldiers, was certainly the vainest of them all. He had a prodigious wardrobe which included 1,500 wigs, and of course, an "embarras de naitresses". He was not a good general and after his worst defeat Frederick said of him "fifteen hundred wigs, and no head".

In our time Montgomery was probably vainest than most. Alexander the most modest, and Slim the most able, but none of them fortunately, had quite the penchant to sack a general as the Earl of Somerset had at the battle of Tewkesbury in 1471. Disturbed that Lord Wenlock had not advanced when ordered to do so he "in a rage, rode up to him, reviled him, and beat out his brains with an axe". As an anecdote Max Hastings himself, in one of the best contributions, describes how, dressed as a civilian, which he was, he was the first to walk into Port Stanley at the end of the Falklands War.

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Jan Morris

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Jan Morris's
collection of travel pieces,
Among the Cities (£9.95),
was also published by
Viking this spring.

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ROBERT HALE

THE TIMES DIARY

Parking sign

There will be outrage in the smoking rooms of the sedate East India Club. That august institution, of which Denis Thatcher is a member, is to be hauled before an industrial tribunal on October 30 by its old hand porter, Samuel Parks. He is claiming unfair dismissal, and his case is expected to last three days. Parks, who lived in the club and is also claiming for loss of accommodation, is one of many employees who have departed in the past year. One member told me the atmosphere has "entirely changed" and certain of the old guard are becoming alarmed and distressed by the effect of the departure of the old retainers. "Members who have been used to getting two slices of toast for the past 10 years are suddenly just getting one. That sort of thing." Yesterday Denis was not in situ when I rang for his reaction; the club took a message for him but said it had no idea when he would be in. In the case of Parks, both the club and its solicitors refused to comment.

High society

The Government must have been out of its pam to place a full-page advertisement in *The Times* recently to promote its anti-heroin campaign. Clearly now aimed at the huntin', shootin' and fishin' brigade, this month's horoscopes are filippary. Personalities: Libra "Born into one of the high-ampetamine signs of the zodiac... My own (Aries) reads: '...you will find yourself working with incredible effectiveness - so much so you may not need drugs.'"

More trouble ahead. Who was awarded the lower sixth politics prize at Belfast Methodist College's prizegiving ceremony yesterday? One Ian R. K. Paisley. Yes, the Reverend's son.

Sparkbrooks fly

More trouble among those of Roy Hattersley's Birmingham constituents he likes to call "my Asians". One Muhammad Rafique, a West Midlands county councillor, has complained to Labour headquarters about a meeting of Sparkbrook ward Labour party on Sunday morning which ended in fighting. The meeting was called to draw up a shortlist for a candidate to fight the next city council elections. Rafique and the sitting councillor, John O'Keefe, a friend of Hattersley's, were the only contenders. The trouble began when the meeting voted 29-16 for a shortlist of one - O'Keefe. Rafique is claiming all sorts of malpractice, demands that the meeting be declared invalid, and says it has converted him to the idea of black sections, which he has hitherto opposed. O'Keefe, meanwhile, dismisses his complaints as "hot air", while constituency chairman Elizabeth Keene insists the meeting was "entirely above board and that Rafique is 'throwing a tantrum like a spoiled brat'".

BARRY FANTONI



"It's enough to put a girl on the streets"

Pound wise

Proof at last that the finance markets do not live entirely in the world of theory. Reporting recent events in Britain, *International Financing Review* has arrived at a practical answer, elegant yet classically simple: "The riots that started three weeks ago are continuing to erupt sporadically. The solution to these problems is for the British government to lower its interest rates from the current 11.5 per cent level for three month deposits and to devalue its currency against the other European exchanges."

The Woman of the Year lunch, to be held this month, boasts that it selects its guests to "exemplify personal merit". I wonder how it selects its PR department. The press release names the guest of honour, the editor of *Woman's Hour*, as Judith Chalmers. Almost - she is the sister of editor Sandra.

Party line

Keith Vaz, black Labour activist and parliamentary candidate for the highly marginal Tory-held seat of Leicester East, misses no opportunity to win votes. Even his answering machine carries a party political broadcast. Callers are first wooed by Nat King Cole, then informed: "Thank you for calling. Keith Vaz is unavailable at the moment because he is fighting for the return of a Labour government and victory for socialism in Leicester East."

PHS

The money 'boom' points to an uncomfortable precedent, warns Tim Congdon

Is Lawson heading for another Barber bubble?

Memories of the Barber boom haunt the Conservative Party. It began merrily enough, with rapid growth in bank credit and the money supply encouraging a speculative surge in property values, a vigorous boom in output and much superficial prosperity. It ended in misery, with inflation reaching the highest levels in our peacetime history and the Heath government suffering a humiliating electoral defeat.

When Nigel Lawson forecast 4 per cent inflation by mid-1986 in his speech to the Conservative Party conference last week, he and his audience took it for granted that the Barber boom could never happen again. If the Thatcher government stands for anything, it stands for the prevention of the follies of the early 1970s. The conference delegates had no doubts that Lawson believes in monetary control and that he will act on his beliefs.

Tonight Lawson faces a more sceptical audience at the Mansion House dinner. The assembled bankers and financial experts will know that in the last six months the rate of money supply growth has been similar to that in the first six months of the Barber boom. They will also expect the Chancellor to indicate, at least in general terms, what he is going to do about it.

The offending aggregate is the broad measure of money known as sterling M3. Since the budget in March it has been advancing at an annual rate of 18.5 per cent, far ahead of the official target range of 5 to 9 per cent. There has been only one other six-month period since the Barber boom that has seen a faster increase, the Healey boomlet in late 1977 and early 1978. As with Barber the early stages were enjoyable, with output moving ahead nicely, unemployment falling and inflation not reacting too badly. But the later stages were again very unhappy.

A 20 per cent annualized rate of increase in sterling M3 in the six months to April 1978 was followed by a 20 per cent inflation rate in early 1980. There were other influences at work - such as the increase in value added tax in the 1979 Budget - to explain the jump in inflation, but the coincidence still needs to be mentioned.

Given the record and the facts, the 18.5 per cent annualized growth rate in sterling M3 in recent months is certain to arouse critical comment. In one respect, moreover, the figures are slightly worse today than under Healey.

Over the last few years inflation has been lower than in the late 1970s. In consequence, a high rate of increase in sterling M3 generates a faster rate of increase in the real money supply - the actual money

supply adjusted for inflation. At the peak of the 1977/78 monetary acceleration the real money supply was about 7.5 per cent up on a year earlier; today the figure is 8 per cent.

Despite all the unfavourable arithmetic, it would be unfair and wrong to start talking about the "Lawson boom". The Chancellor is genuinely concerned about money supply numbers. He also has a far stronger grasp than his predecessors of the theoretical justification for monetary control and the institutional technicalities involved.

It is precisely because of the seriousness of his commitment and the depth of his understanding that the City regards tonight's speech as one of the most important he has had to make since becoming Chancellor. He has to reassure

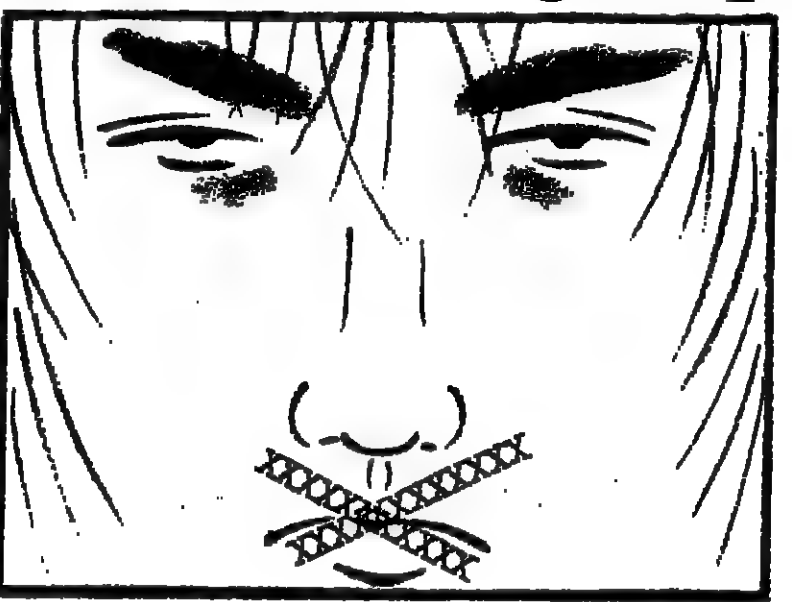
The acceleration in money supply growth in 1985

	Increase in sterling M3 in month (%)	Annualized increase in previous six months (%)
February	0.3	11.6
March	0.9	10.8
April	2.9	12.4
May	0.5	12.4
June	2.3	18.9
July	1.8	18.8
August	2.0	18.5
September	1.75	18.5

Source: Bank of England

Bernard Levin: the way we live now

Repression in single spacing



Paul Young

It is not often that we catch a glimpse of the works when the engine of tyranny is rumbling away: such apparatus is normally screened from casual inspection, and still more thoroughly from the meaningful kind. But the very rarity with which the lid comes off makes the sight of what is beneath it all the more valuable as well as interesting. And I have recently had such an experience: feeling that it deserves sharing, I give it today. It comes from Romania, in the form of a "Decree of the State Council".

For many years now, no private individual in Romania has been allowed to own a photocopier; the reason - that such devices might be used for the duplication and dissemination of forbidden thoughts - is obvious enough. (The Romanian dictator has two difficulties in this area, not one. In addition to his fear of *sanitadist* documents that might make Romanians think about freedom and how they might acquire some, Ceausescu has the no less worrying problem of some bold spirit drawing attention to writing - it is common among his people, of course, by word of mouth - to the almost incredible thieving and looting from the public purse that he and his wife and their enormous families - there are dozens of Ceausescu relations on the padded payroll - have been doing for years.)

But now the terror that stalks all tyrants has tugged Ceausescu by the sleeve again. It is no longer enough, in Romania, to limit the ownership of copying machinery to institutions sufficiently reliable not to permit misuse of them: the Romanian dictator has turned his attention to typewriters.

The control of typewriters is much more difficult. For one thing, there are far more of them than of copying machines. For another, there must be thousands of typewriters which only the owners know to exist. And yet a typewriter, given sufficient patience and assiduity on the part of some miscreant, can speak heretical thoughts almost as loudly as the most up-to-date Xerox machine. Whence the Decree of the State Council, which I now give in full:

The renting or lending of a typewriter is forbidden. Every owner of a typewriter must have for it an authorization from the militia, which can be issued only after a request has been made. All private persons who have a typewriter must, in the next few days, seek to be issued with such an authorization.

Such a request, in writing, must be sent to the municipal militia, or the town or community militia, wherever the applicant happens to reside, and the following details must be supplied: first and second name of the applicant; names of his parents; place and date of birth; address; profession; place of work; type and design number of the typewriter; how it was obtained (purchase, gift, inheritance); and for what purpose it is being used.

If the application is granted, the applicant will receive an authorization for the typewriter within 60 days. On a specified date, the owner of the typewriter must report with the machine at the militia office in order to provide an example of his typing. A similar example has to be provided every year, specifically during the first two months of the year, as well as after every repair to the typewriter. If the application is refused, the applicant can lodge an appeal, within 60 days, with his local militia. If the appeal is dismissed, the typewriter must be sold within 10 days (with a bill of sale) or

given as a gift, to any person possessing the necessary authorization.

Anyone wishing to buy a typewriter must first of all apply for an authorization. Anyone who inherits a typewriter or receives one as a gift must apply for an authorization at once.

Defective typewriters which can no longer be repaired must be sent to a collecting-point for such materials, but only after the typewriter's keys, letters, numbers and signs have been surrendered to the militia.

If the owner of a typewriter should change his address, he must report the new address of the typewriter to the militia within five days.

Neither Orwell nor Kafka could have done justice to that: indeed, it might defy the most ingenious of science-fiction writers. Even I, though I have long specialized in extending the world's follies, misdeeds and crimes to a *reductio ad absurdum*, the better to show their reality, throw up my hands and abandon all thought of trying the same trick with the Great Romanian Typewriter Decree. For how could anyone parody, or exaggerate, or go beyond, such a document? What could the most fertile imagination, set to conjure up a way of

controlling the use of typewriters, add to the details of Ceausescu's method?

Romania has had, in Britain particularly, a much better press than she deserves. Because Ceausescu has, with great skill, gained a limited but genuine independence for his country within the Soviet empire (nothing that could compare with dominion status, of course, but real nonetheless), he has come to be thought of as some kind of benign and gentle autocrat rather than the brutal thug that he actually is: the suppression of dissent in Romania has probably been the most widespread and more cruel than anywhere in Eastern Europe other than the Soviet Union. (No doubt he calculates that although the Soviet leaders will tolerate a longer leash for the Romanian dog, they will not allow it to wag its tail. But there is no reason to suppose that he wants them to.)

I have no great hope that, by printing the details of his latest attempt to mop up the sea with a kitchen squeegee, I will have done anything to correct the false impression that Ceausescu gives. It is true that the more orthodox fellow-travellers have been cool about Romania ever since she began to diverge from the narrow Soviet path, but I am confident that we shall not see a savage editorial attack in the *Morning Star* on the denial of freedom represented by the *Lex Restrictiva*, if only because I guess that the control of Soviet typewriters is even stricter than that exercised over Romanian ones. But one or two of my readers who share my pleasure in poisoning the atmosphere at gatherings of *bien-pensants* sympathetic to the "socialist" countries of the East may find that their ability to engage in this agreeable sport is enhanced by a recitation, at any inappropriate moment, of the Romanian Typewriter Decree, and I present it to them in that spirit. Offers to run off a few extra copies for any such *bien-pensant* who would like some should be made with a smile.

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An equal workforce, not forced

Pat Healey on how employers could live with - and even prefer - the stricter equal rights practices being considered by the Home Office

The present row between ministers about whether or not to tighten up compliance with race and equality requirements among government contractors has a long history.

For the past 16 years all government contractors have been awarded on condition that suppliers agree to a race relations clause. It has required contractors to avoid unlawful discrimination, and to take "all reasonable steps" to make sure their employees and sub-contractors observe the clause.

No efforts have been made to ensure that the clause is effective, however: successive studies have shown conclusively that black people in Britain continue to suffer from racial discrimination when looking for work.

Changes to the clause, to require a government contractor to provide the Department of Employment with information about its employment policies on request, were rejected by the Home Office four years ago. The Confederation of British Industry objected in principle to the use of government leverage to enforce policies unconnected, as the CBI saw it, with the object of the contracts - an objection which seems to be at the root of the present disagreement.

But employers answerable to the only public authority attempting to introduce contract compliance into Britain do not seem to have the same view. The Greater London Council set up its contract compliance unit two years ago, and has since asked 503 companies to provide details of how they are complying with the law. Only 74 have refused, and the GLC has given up on only 22. Of the 429 who have replied, detailed agreement has been reached with 130 on how they can change their employment policies to

comply not only with race laws, but also with employment laws relating to women and people with disabilities.

Mr John Carr, chairman of the GLC staff committee, is surprised and puzzled at the government's reaction in the past few days. He points out that the unit, which employs 31 staff and costs £700,000 a year to run, has assessed more companies in two years than the Commission for Racial Equality and the Equal Opportunities Commission have managed together since they began. The unit tries to ensure that the two codes of practice approved by parliament last year on race and sex discrimination are carried out - codes introduced in the Commons by Norman Tebbit and Tom King. Carr points out:

The present ministerial row suggests that the concept of contract compliance, whether as practised by the GLC or as promoted by the CRE, is poorly understood.

Mr Peter Newman, chairman of the CRE, said: "We are not talking about reverse discrimination. We are saying that a company ought to know what its employment profile is and that is what we are asking for. We don't believe that to be hugely onerous: there is very little evidence that it is, and anyone who thinks it is should consult Ford or IBM or any other large company which has been doing it for some time."

Nor is there any intention in the proposals the CRE has put to the government that contract com-

pliance should mean asking employers to employ black people even though they are not the best candidate available, or imposing quotas on companies seeking government contracts.

What the CRE wants is an agreed policy that aims at ensuring real change over time. Successive investigations by the commission have demonstrated consistently that pious statements that an employer is an equal opportunity employer do not mean much. Neither a company nor an individual can be sure that discrimination is not taking place unless proper records are kept, monitored and specific training given to employees.

The much more aggressive contract policies adopted in America have certainly worked: at IBM for example, the number of women managers employed rose from 2,735 in 1981 to 3,665 in 1983, an increase of 34 per cent in two years. The number of managers from ethnic minorities rose over the same period by 13 per cent. Over all grades, the number of women employed rose by over 14 per cent, and the number of ethnic minority employees rose by just under 11 per cent.

The policies may have been introduced reluctantly, but there is considerable evidence that American employers are now committed to them because they can demonstrate that their employment policies are fair. A survey last year by Organization Resources Counsellors Inc found that 95.3 per cent of the companies questioned said they

would continue with such policies for women and minorities regardless of government requirements.

Suggestions that President Reagan might reduce the present obligations on employers led the Levi Strauss company to issue just such a statement in public.

Doubts about government directed contract compliance has been likened to the reaction of some motorists to the introduction of compulsory seat belt wearing: reluctance, but after a time acceptance to the point that the same drivers feel uncomfortable without one.

There has clearly been a change of view in the Home Office since its rejection of a new contract clause in October, 1980. The main reason is the recognition of the persistence of racial discrimination in employment, which has been identified by the 1981 census and other impeccable research evidence.

Building on the GLC experience, a number of Labour-controlled towns have begun to introduce their own policies, though on a much smaller scale. This carries the danger that employers bidding for public sector contracts may be faced with a variety of requirements from different authorities. The race commission is anxious that a standard set of principles be laid down, making the minimum demands on industry but standing a real chance of improving employment practices. The Law Society and the Bar Council would need to be consulted on the legal problems.

A good place to try out the idea has been suggested by the CRE: the organizers of the Commonwealth Games in Edinburgh next year.

The author is race relations correspondent of *The Times*.

Ronald Butt

Race: weapon in a new class war

The public owes Mr Bernie Grant, Labour's Marxist leader of the Haringey Council, and prospective Labour candidate for the parliamentary seat of Tottenham, a certain debt of gratitude. Until he was called to order by Mr Kinnock he said exactly what he thought about the Tottenham riots and the murder of Police Constable Blacklock.

Invited to condemn rioters who used guns, knives and petrol bombs, he said he found it difficult to condemn anybody, given the feelings against the police. He would not "make any moral judgments on the actions of young people". Though he personally regretted the death of PC Blacklock, "who says it was murder?" Later he blamed the police specifically for what had happened, saying that they had "got a bloody good hiding" and should accept that "black youths can successfully organize" to "outsmart" them.

However, Mr Kinnock has since been in touch, and after a long Sunday meeting of Haringey Council's Labour majority, Mr Grant read a statement regretting the death of PC Blacklock as well as that of Mrs Cynthia Jarrett "from a heart attack during a police search". All violence was condemned "whether it occurs through police insensitivity, government indifference or public disorder". "Police insensitivity" was defined as including their use of the powers of search under the Police and Criminal Evidence Act, 1984 (the "trigger" of the riots) "which the council is on record as opposing".

All this illuminates the mental attitudes which govern the conduct of many other hard-left authorities and their attitude to parliamentary law in general.

Confrontation with central and parliamentary government, and with the old give-and-take traditions of local government, is everywhere the weapons of these councils, from the inner London boroughs of Lambeth, Haringey and Hackney to Liverpool and Sheffield. But on no front do they operate more successfully than around the crisis created by the changed composition of so many inner city areas.

Their position was bequeathed them, ready-made, by the broad band of opinion describing itself as liberal which dominated British political attitudes and above all the media in the Sixties and Seventies. If there had been an intention to destroy the old society by undermining its cohesion (and I do not doubt that in some cases, sometimes consciously sometimes subconsciously, there was such design) they could not have done their work more effectively.

From the end of the Fifties it was clear that if immigration continued on the same scale, it would lead to great social tensions, not least when there was serious unemployment. There was little racism, but public opinion wanted a brake on immigration before it reached a point at which the absorption which had characterized previous immigrations became difficult.

Yet from the first very modest, and ineffective, Act of 1962 (which simply related permitted entry to work permits) each proposal was bitterly resisted by the Labour Party and by what was called "liberal opinion". Because the immigrants happened to be black or brown, a bogus equation was created between immigration control and "racism" which would have been impossible had they been white.

Sometimes it was said that all would be well regardless of the number of immigrants. Sometimes it was argued that the number would never reach difficult proportions. All evidence of social problems was explained away: such pressure groups as the Runnymede Trust

and the Institute of Race Relations (the latter then a respectable, now a blatantly Marxist-dominated body) were always available on a hot-line to help their friends in the media to explain away the realities with figures and arguments.

Anyone who stressed that the objection was not to the presence of immigrants of a different "race" but to the size of the number of people from sharply different cultural backgrounds coming here for work was derided as "playing the numbers game".

Yet numbers and the inevitable concentration of numbers is the heart of the matter. In the five years from 1961 to 1966, the number of Commonwealth immigrants doubled to nearly one million. Today, cautious Home Office statistics suggest at least 2.3 million, but allowing for illegal immigration add local evidence, the number of such immigrants and their descendants is certainly much more.

What matters most, however, is that they are predictably concentrated in particular city areas. The proportion in the relevant Tottenham wards was between 38 and 48 per cent, according to the 1981 census count of heads of household, which certainly understates the current reality.

Any new immigrant population (as with white immigrants in America) will encounter some disadvantages if only in the sense that most will have to work their way up in an unfamiliar society. Tottenham and Brixton are both examples of concentrated, unintegrated, one-class immigrant populations. For the young, there are difficulties of employability as well as of employment. The unskilled tasks undertaken by their parents are either not available or are not willingly taken on.

All this is weaponry for the class-warriors. Had commonsense prevailed in the 1960s and 1970s, class politics would have almost gone from Britain as old social barriers broke down and property-owning democracy became a general goal. Changing union attitudes are evidence of that. As it is, we have a new under-class in which, class can be identified with race.

Recent immigration is often fallaciously compared with that of Danes, Huguenots and Jews, who all came in much smaller numbers and, who, in their different ways, shared more of the culture and traditions of the main population. Now there is a new fallacy: riots are not new in Britain, and we should recall the Gordon riots and Peterloo. But such short-lived eruptions on particular grievances from fragments of an indigenous population, are very different from riots by those who feel themselves to be "racially" separate from the majority and its law. Cultivated race-dislike of "white" society is something new, more.

Young blacks are manipulated by class agitators: there is organization in their riots, and local leftist politicians talk with forked tongues. In some schools teachers suggest that school work is hardly worthwhile as there will be no jobs anyway. Anti-police attitudes are taught early. The police are excluded from schools by some left-wing authorities and, through such media as the GLC video "Policing London", children are taught not to think of the friendly bobby but of the police-enemy, unscrupulous and discriminating to blacks. The Labour Conference has now voted to subordinate the police to local political control.

The alienation of the inner city black areas is not, however, the only opportunity the hard left has for destabilizing tactics. I shall deal with the wider context in a further article.

Philippa Tyson

Left speechless by being jobless

"What are you doing now?" asked a fellow ex-student I had not seen since last year's graduation. "Writing," answered, with uncharacteristic conviction. "Oh really," he said, sympathetically. "You aren't the only one who's still unemployed, I believe."

It is so hard to be bohemian these days. Half the country is at it; mostly unintentionally, but it gives the hard core a bad name.

I have enormous difficulty in thinking of myself as "unemployed", as part of a pariahdom in a post-industrial, post-pioneer, post-dignity-of-labour country.

"Unemployment" is a curious word to be part of. It begins with the queue at the DHSS. I was used, in my student days, to signing on in a well-ordered office in Yorkshire, where the cogs of social welfare are well oiled and personal. When I parted company with my job in London it was a different story altogether.

The queue at the DHSS lasted two days, at the end of which I was told to go to the unemployment benefit office. At the UB office I got an appointment: at the appointment, after a two-hour wait, I answered elementary questions which were then repeated on the B1 form I was given to take back to the DHSS.

The refusal to admit that human intelligence can survive unemployment continues with the slow and deliberate questioning which punctuates one's travels through the unemployment office. I felt an idiot child by the time I finally emerged, dazed, into Maylebone sunlight.

The English attitude to and language for those not regularly employed is not complimentary. Even these accepted euphemisms - "early retirement", "redundancy", "ring of uselessness", the "scrappheap", as the Labour Party likes to put it

Those without regular work are semantically dispossessed. The Labour Party will perhaps have to think about changing its title if it is not to appeal only to a small elite in future. And it is the opposition parties, far more than government policy, which emphasize the hopeless plight of being part of a fluctuating statistic: forget the people behind the figures, quantity is all important in the battle for power.

Job creation is a most patronizing notion. Its intention is good enough, but its implication is of pointless occupation. Again, the expectations tied into language is what needs to change. It seems short-sighted to believe that a job, any job, is better than nothing just because the government is paying a wage rather than benefit.

"Unemployment", for want of a more positive term, can be an extremely positive thing. It gives a body time to think, time to assess alone. That is, in part, what the government wants.

One of the ironies of the government's enterprise scheme is that people must be unemployed for three months to qualify. Three months of signing on is debilitating, three months of waste and rejection demoralizing.

More than schemes and policies, the attitude of political parties to human expectations; the attitude of the media to the morale of unemployment; the surprise shown at success stories; the refusal to take people at their own value, rather than their job status; the attitude of society, whose first question to a stranger is "what are you?", to which the answer is never expected to be "myself".

The author is a Cambridge graduate and writer.

مكازم التحصيل



P.O. Box 7, 200 Gray's Inn Road, London WC1X 8EZ. Telephone: 01-837 1234

VOTE FOR COAL

There are two ways in which trade unions can try to save jobs in loss-making enterprises. They can use their industrial and political muscle, particularly in the public sector, to achieve subsidy, protection or some other cover for revenue. Or they can co-operate with (and if necessary cajole) management to improve working methods and take the sometimes uncomfortable measures needed to cut costs, boost productivity and turn loss into profit.

The negotiating positions of Mr Arthur Scargill's National Union of Mineworkers and the breakaway Nottinghamshire miners contrast these two approaches. The NUM has been dedicated to the political strategy, which has had plenty of apparent success in the past. The need for an accelerated catching-up programme of pit closures after the ensuing cost became intolerable to taxpayers showed that this success was only temporary — indeed could only be temporary. The outcome of the year-long strike removed the NUM's political veto. Yet its leaders can still only think in this fashion. The pay claim presented on Tuesday pairs a shopping list of demands with a call to eliminate incentive payments geared to pit performance. And their response to the National Coal Board's new strategy for coal to break even in two years' time has been to seek to scare miners into believing that de-

cisions have been made to butcher their industry.

In the Midlands, meanwhile, pay talks of a different kind were being conducted between the board and the Nottinghamshire union. The object of that negotiation is to put more money into miners' pay packets in ways that are linked as closely as possible with performance and thereby depend on co-operation to provide the wherewithal as well as offering direct incentives to productivity. That must be an essential part of any programme to produce coal that can be sold at competitive prices, yield a profit and thereby secure the future of the industry.

The board's decision to conduct separate negotiations with the Nottinghamshire miners, which confirms de facto recognition of their split from the NUM, is clearly a filip for the Nottinghamshire union in advance of the vote to be taken by members today, even though no settlement has yet been reached. The hall of the Nottinghamshire and South Derbyshire miners and members of the small Durham-based breakaway union is formally to approve the amalgamation of the three into a new separate national union. In reality, however, it is the occasion for members to ratify or reject the original breakaway, enshrined in a form that demands only a simple majority.

The outcome is crucial not so

much to the new strategy for coal itself as to the size and shape of the coal industry that will emerge from applying its commercial tests. If the Midlands miners were to step back into the past, then representation of miners throughout the country might well fall back essentially into Mr Scargill's mode of thought. That is despite the fact that, in the absence of an effective political veto, a policy of non-co-operation, obstruction and confrontation can only stop many more mines from achieving the short-term commercial test set by the board, that pits should produce coal at the average of no more than £42 per tonne (allowing for differences in the thermal value of the coal produced). Many more pits would be threatened with closure, thus fulfilling Mr Scargill's prophecy.

Indeed, Mr Scargill has warned miners in Nottingham and South Derbyshire that many of their pits would be likely to close under the board's new strategy. The board, however, has made it clear that, apart from one Derbyshire pit known to be reaching exhaustion, it believes all the pits in these areas are well capable of achieving the targets and enjoying many years of life. The proviso is co-operation to overcome geological problems and achieve productivity targets. The vote is indeed about jobs, but not in the way Mr Scargill likes to think.

FRIENDS IN NEED

Rajiv Gandhi's first visit to Britain as Prime Minister of India has ended in apparent success, for both countries. Relations, which had deteriorated sharply following Mrs Gandhi's assassination last October, can now be said to have been restored by the agreement to give mutual protection by way of extradition of terrorism.

At the core of the problem was Britain's Sikh community. Ever since the scenes of undignified jubilation in Southall following Mrs Gandhi's death, the Indians have been sceptical of the role of this expatriate community. Their concern was that some British Sikhs were connected with the persisting threat of terrorism in the Punjab. They did not accept that the British Government had done all it could to tackle this possibility. In the past the Indians had complained about the prominence given by the British media to Sikhs advocating the secession of the Punjab and to the general tolerance shown to demonstrations or rallies in London.

But of late, the Indians believed they were complaining about a far more ominous matter. Their claim was that extremist Sikh organizations based in this country were

lending some of the terrorist groups in the Punjab. They argued that in a series of similar cases, militant Sikh factions had organized often violent take-overs of Sikh Gurudwaras in Britain, siphoned off the temples' potentially large collections and proceeded to arrange for the money to be sent to terrorists in India, often via another country, usually alleged to be Pakistan. Although such charges had never been made publicly, the Indians nonetheless maintained they had evidence to substantiate them.

What apparently dismayed the Indian government was the response it had originally received from Mrs Thatcher's administration. Whilst the Foreign Office had offered to do all it could, it had simultaneously, with some justification, argued that Britain could not take action against the Sikhs until and unless they transgressed British laws. It was this argument Mr Gandhi refused to accept. When he arrived this week, his position was that as long as actions originating in Britain had a deleterious effect on conditions in India, it was the responsibility of the British government to take measures to stop them. He added that just how Mrs Thatcher's government did this was not something India could interfere in, but equally for

the British to retreat behind the technicalities of the law would be unconvincing.

On Tuesday, Mrs Thatcher accepted Mr Gandhi's case. The practical details are still unclear but the move would appear to have several implications. To begin with, it suggests that the involvement in India's security affairs of some British Sikhs, albeit a tiny minority, is perhaps deeper and more worrying than originally believed. This is why the British government has been prepared to extend itself to accommodate India's fears. More importantly, it also points towards greater inter-governmental co-operation against terrorism, which is a principle all democracies must ultimately respect.

But perhaps the most significant consequence of this agreement affects the future of Indo-British relations. For some time the Thatcher government has been aware of the cost of its political disagreement with India. Mr Gandhi is an unsentimental prime minister. It was only in April that valuable British contracts appeared to have fallen victim to Indian pique. India and Britain are friends in need — a fact which may lack the grand sentiments of previous special relationships, but could prove more solid.

MORE THAN MERE PHRASES

Political inquests are rarely rewarding, particularly in the Middle East where absorption with the past has obscured rather than illuminated the so-called road to peace. After the PLO talks fiasco in London earlier this week, it might however be instructive as well as intriguing to examine where the blame should lie and to see how far off course we have all been blown.

The talks were cancelled by the British Government at the eleventh hour, or perhaps one should say the 59th minute, after Mr Mohammed Milhem, one of the two Palestinians involved, refused to agree to a statement regarded by the Foreign Office as a *sine qua non*. His objection it seems was based upon one clause which acknowledged not just Israel's right to exist but to do so within its 1967 borders. Such borders he said, had not been defined by the seminal UN resolutions 242 and 338 and had not been agreed formally by anyone, least of all by Israel. So how could Britain expect him, Mohammed Milhem, to do so?

The answer to that is — very easily, since the phrase was apparently inserted to make life easier for the PLO delegates by removing any doubt that Israel should be allowed to keep her post-1967 frontiers after the Six-Day War. It was also inoffensive enough for Mr Milhem's colleague Bishop Elias Khoury to accept without equivocation.

The Jordanian prime minister is said to have telephoned Bishop Khoury personally and invited him to inspect the statement at a meeting in Amman last Thursday.

What the Jordanians do not seem to have done is to contact Mr Milhem, who was in New York at the time. The "unambiguous assurances" claimed by the Foreign Office would seem therefore to have been given by the government in Amman with all the authority of a Jeweller in a Middle East bazaar. They may have been assurances and they were certainly unambiguous, but they were founded on evidence that was decidedly flimsy. For King Hussein to absolve the British Government from blame is to evade the issue. The main fault seems to lie in Amman. The groundwork had simply not been done.

Whether the Foreign Office should have so readily accepted the assurances it had been given on Mr Milhem's compliance or whether Bishop Khoury should not have taken steps on behalf of the PLO to sound out his absent friend, are also pertinent questions in any post mortem examination of the London meeting. For the PLO to round upon Britain now and accuse it of diplomatic sabotage is to place Washington and Jerusalem, to ignore its own responsibilities for ensuring that the way had been prepared.

Words count for members of the PLO because once any of them starts renouncing violence they have very little else to bargain with. This is presumably why Mr Milhem, already under threat from extremist members of his own movement, wanted a postponement of the talks and fresh negotiations over the statement, rather than accept a phrasing which to others might seem unexceptionable. Should the Foreign Office have agreed?

In the event it refused; thereby effectively ending Britain's participation in the so-called peace process, for the time being anyway. Mr Timothy Renton the minister responsible for the Middle East at the Foreign Office held rueful talks with King Hussein in London yesterday. But it is hard to see this country playing a leading role in the Palestinian issue in the foreseeable future.

In this respect at least we think the Foreign Office was right. If the peace process in the Middle East is to mean anything at all it must be strong enough to survive a conflict over semantics. The London meeting was less than crucial to its ultimate success and should have been cancelled anyway following the events of last week. Perhaps Monday's fiasco might be seen as a test of how credible the process is and how sincerely the PLO want to further its progress.

Homeless in London

From Mr D. C. Anier
Sir, Our local paper carried a brief report this week that last Tuesday, at Camden's homeless persons section, police were called to remove about 12 homeless families for whom the council could not find temporary accommodation that night. This is a relatively unnoticed event in a significant development in Camden's and London's deepening housing crisis.

As it happens I have since spoken to one of the families that was

turned away last Tuesday — a single mother with three children, aged 2½, 1½ and four days. Like the other 11 families, she was homeless that night and had nowhere else to go — she told me she would have spent the night on the railway station if a woman who was in the office at the time had not offered to put her up. (The temporary accommodation she had to offer was a one-bedroom flat she shares with her husband and five children — hardly ideal, but better than nothing.)

When a mother with a four-day-old baby is left to sleep on the station, alarm bells should be

ringing for the housing situation in London. Camden's action was of course in breach of its statutory responsibilities.

They may reply that they have already over 500 families in bed-and-breakfast hotels and are running out of hotels to put them in. They anticipate a doubling of this number next year: how many more will they be turning away then?

Yours faithfully,
DAVID AMERY,
The Field Lane Centre,
32 Cubitt St, WC1.
October 7.

Roughing it in the 1930s — and now

From Dr P. G. McGrath
Sir, Like Mr Rhodes James (October 11) I grew up in the 1930s — in Glasgow.

Unemployment was quite as high as it is now — in Glasgow. Social security was almost non-existent, and the financial plight of the unemployed was desperate — in Glasgow. But in Glasgow there was violence. The battle lines were clearly drawn, Celtic versus Rangers, short-hand for immigrant Irish Catholics versus indigenous Scottish Protestants — hardly apolitical. There were no Molotov cocktails — not yet invented — but there were razors, bayonets, bricks, and police

cavalry. But there was no television to bring the violence into the sitting rooms of the middle class in Kelvinside and Pollokshaws, so the interclass violence stayed, unsung, in the battlefields of Townhead and the Gorbals.

The educated, articulate, middle class must recognize that people rejected by society reject the mores of society, and must strive to make those mores acceptable to their less favoured fellow citizens, not simply suppress the manifestations of rejection, at the expense of gallant young lives.

I am, Sir, your obedient servant,
PATRICK G. McGRATH,
18 Heathermount Drive,
Crowthorne,
Berkshire.
October 13.

From Mr D. F. Bratt

Sir, I, too, grew up in the 1930s. If you were working class and unemployed then you were in trouble. But equally if you were working class and employed, you weren't much better off, due to the low level of wages. But you knew your place in the scheme of things and riots aren't easy to sustain if you are always cold and hungry.

The youth of today are much better fed and educated and will not so willingly accept poverty and unemployment as their parents and grandparents did. The financial gap between the employed and the working class employed that was a fairly static narrow stream in the 1930s now appears to today's unemployed youth to have widened to an impassable river, due to inflation, and the gap widens with each passing year.

I suspect that Mr Richard Rhodes James knows as well as I do that all crimes of stealing, robbery against property, and violence, with the notable exception of murder, doubled in the 1930s and some of that increase was surely due to the social conditions. It is quite possible that some of the seeds of today's violence were sown in those years. After all, the "crime wave" we hear so much about wasn't just coined today; it originated in the 1930s. It should also not be forgotten that the plight of unemployed was only alleviated by rearmament and the advent of a war.

We should all be concerned as to who or what will be the saviour today.

Yours faithfully,
DEREK BRATT,
80 Rickyard Road,
The Arbours,
Northampton.
October 12.

Aid to Ethiopia

From Mr Peter Esmonde
Sir, In your editorial of October 11, "Feeding the tyrants" you refer to a report by Harvard professors which I suspect may not, once it is more widely available, become renowned for its impartiality.

In the delicate circumstances of the desperate poor, responsible communication of information surely requires more impartiality than can be found in the articles of October 10 by Paul Valley (reporting simultaneously from Mali and Sudan) and in your editorial. Were it not for your publication of the more objective article by Dr Richard Pankhurst (October 11) one might be forgiven for wondering whether you had launched an anti-Ethiopia campaign.

During May, July and August of this year I travelled on behalf of a British voluntary agency to both rural and urban areas of Ethiopia and was much impressed by, for example, the conscientiousness with which Civil Servants at all levels carry out their responsibilities. To be honest, I have rarely seen anyone work so hard and with such commitment and absence of corruption as these men and women.

Valley has reported on particular cases relating to the settlement programme. However, impartiality demands that such cases are not seen in isolation, especially when we have not been provided with the detailed circumstances in which these alleged cases occurred.

Foreign development agencies with long experience in Ethiopia see the settlement programme as the only hope for those whose land has become useless, while both government and agencies are assisting the overwhelming majority of people affected by famine to stay in their home areas and rehabilitate their land.

Lacking some of the well-oiled channels of communication that former colonies possess, Ethiopia is probably far more vulnerable to misrepresentation than most countries. It would be tragic, especially for the poorest of its people, if such vulnerability were taken advantage of and, as a result, long-term aid were to continue to be largely denied.

Yours,
PETER ESMONDE,
66 Chesterford Road, E12.
October 11.

LETTERS TO THE EDITOR

A neutral influence in PLO talks

From Dr Edward de Bono

Sir, The collapse of the proposed talks with the PLO must be added to the collapse of the Berne talks with Argentina. Both these events suggest the need for a neutral, non-UN, body which will provide the auspices under which such talks can go ahead. There is a need for a sort of intellectual Red Cross.

Because of Israeli sentiment no British Government could easily talk to the PLO without preconditions. For the same reason the Government had to set preconditions for the talks with Argentina. Whenever a government sets up such talks it is already making a policy commitment.

The existence of a neutral third party would obviate this need to make a policy commitment and the need for protective hedging. Without such a neutral third party many negotiations simply cannot get started because starting them is too risky politically.

The UN is not a satisfactory body for this purpose because it is a representative body and must ultimately reflect the wishes, sometimes partisan, of its members.

It is for exactly these reasons that I am attempting to set up a neutral body which will focus precisely on the design thinking available in such conflict situations. This body already has an initial existence as a foundation in The Hague.

It is tragic that talks of this sort should not proceed because of this structural problem.

Yours sincerely,
EDWARD DE BONO,
L2 Albany,
Piccadilly, W1.
October 13.

From Rabbi Dr A. H. Friedlander

Sir, Miles Copeland's letter (October 14) exhibits his customary verve and imagery. It's good to hear from our man in the land "where the spies are", and to be instructed by him in morality and politics. Unfortunately, his letter does not achieve its stated goal, i.e., to "stop the escalation".

He has a cynical view of the Western legal system as applied to the four Palestinian suspects (his term: innocent until proven guilty). The Americans do believe in the process of law: they did not murder the terrorists; they arrested them so that due process of law could be observed.

Mr Copeland is right in stating that these men will be seen as heroes by

the Third World he should fight against this point of view. He might remind the world of Mr Leon Klinghoffer, murdered in his wheelchair and thrown overboard as an act of terrorism; should this be ignored or minimized in order to maintain "better relationships" with the Arab world? My Muslim friends also understand the meaning of murder, and the need for justice.

Copeland's reference to Israel as "the most hated nation in history" is a sad display of his own prejudice and ignorance. Even he might have recalled the Nazis, and the response of the world to certain actions of totalitarian nations in our time. But then, he does not understand history: it's easier to move about in the never-never land of James Bond and live out the fantasy of the spy who does not recognize justice and due process of law.

Yours etc,
ALBERT H. FRIEDLANDER,
Dean,
Leo Baeck College,
80 East End Road, N3,
October 15.

From Mr Ken Butcher

Sir, The Government is against unilateral nuclear disarmament. It says we might negotiate our nuclear weapons away in talks with our potential enemies, but even then it would be folly to disarm completely — we might find our country occupied and our people living under alien repression, or scattered to the winds.

And surely the Government is right. So why does it expect the Palestinian people to commit themselves to total unilateral disarmament, even though all these disasters have actually happened to them?

It might just be reasonable to expect this of them as part of a final peace agreement with their enemies. But to expect it of them as a price of talks with Britain, which can give them nothing in return, is ludicrous. Instead, we should just demand they renounce terrorism and abide by the Geneva Conventions. But then could we continue talking to Israel, which regularly ignores practically all the Geneva Conventions in the course of repressing the people it has conquered?

Yours sincerely,
KEN BUTCHER,
74A Buckingham Road,
Brighton,
East Sussex.
October 13.

UK and Unesco

From Professor Malcolm Skilbeck

Sir, Your editorial challenge (October 10) to Mr Timothy Raison, the Minister for Overseas Development, in the matter of the reform process at Unesco raises some vital issues but ignores others of equal importance.

Whether you, or the minister, are correct on questions of which resolutions have or have not been passed by the Unesco Executive Board, and supported by Britain, is a factual matter which needs to be settled. Critical editorials and responses in the letters column are not the best means of achieving this. Printing the resolutions in question — in full, with supporting information on the role of the board vis-à-vis Unesco's general conference would be far more informative.

Your editorial of October 8 and 10 are by-passing the fundamental issue, which is, should the United Kingdom retain its membership of Unesco? The reform process is agreed to be necessary, by supporters and critics of Unesco alike.

Women in Parliament

From the President of the Women's Liberal Federation and others

Sir, The situation described by Sheila Beardsall (report, October 8) is not confined to Britain but is typical of all countries whose parliaments are elected from single-member constituencies. With the solitary exception of Canada in last year's elections, all have a percentage of women similar to our own (Malta, again with one exception (Malta), all countries with proportional systems, and therefore multi-member constituencies, bore a higher — usually much higher — percentage.

The reason is simple: a party that is reluctant to select a woman as its only candidate will readily include her as one of a team making a wide appeal to both sexes.

The same applies even more strongly to black people seeking election. Yours faithfully,
LAURA GRIMOND, President,
SUE BRUCE, Secretary General,
Women's Liberal Federation,
1 Whitehall Place, SW1.
October 10.

Role of referee

From Mr Patrick Lewin

Sir, I have been asked to write two letters of reference. The Royal Navy wishes to know about one young man, a private firm about another.

Neither of the applicants asked first if he could give my name. On questioning them, I learn that the Navy has already interviewed and tested its candidate and told him that he is accepted, subject to reference. The other has now been working for the firm for several weeks.

Are references to many employers today just an empty tradition, or have they taken on a new and sinister purpose? If one of these two men is now suddenly turned down and the other sacked, they will certainly know whom to thank.

Yours faithfully,
PATRICK T. C. LEWIN,
Blackheath, SE3.

Beginning a bus service

From Dr P. R. Thomas

Sir, Mr Nicholas Ridley is reported as saying, "We must encourage people, voluntary groups, local workers and operators alike which will start up their own bus services" (report, October 9).

A new double-decked bus costs around £70,000; a new minibus £15,000, while a secondhand bus will exchange ownership for £10,000.

Facts confirm that garaging, servicing, running costs and wages exceed the initial sum expended in buying the vehicle, thus doubling costs.

Perhaps Mr Ridley would care to explain how he envisages the unemployed, or even for that matter voluntary groups and haulage contractors, raising the necessary capital for such a risky venture as competing for declining patronage in an industry collapsing under the burden of unregulated car use.

Recalling Mr Ridley's previous comments that "if people are unable to get a bus they'll take the car or walk or not bother to make

ON THIS DAY

OCTOBER 17 1907

Play-bills were a lucrative source of income and from the outset of the paper's foundation were prominently displayed. From 1785 to 1794 they were on the front page, moving that year to the page facing the leaders. There they remained until 1919. Until 1968 (the introduction of front-page news) that page was always known in Printing House Square as the "Bill Page".

THEATRES

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THE "MERRY" of Savoy, translated by Gilbert Murray.

THE ARTS

Theatre

Tableaux of arrested lives

Phedra
Aldwych

The director Philip Prowse seems to have cornered the market in royal courts corroded by base passions, and in reviving his Old Vic success of last year he demonstrates once again his talent for decorating the undecorous with stylized performances which strive to do justice to his stage design.

This version of Troezen might perhaps have been sketched by Piranesi with its carved equine heads, its ponderous urns and its giant central monolith supported by massive chains which fall away at the climax to let it thunder forward stage-front, revealing the decapitated corpse of a white horse.

add to this the decidedly Proustian touches of exaggerated lighting which slowly brings up the set from murky grey to sooty gold, and the regular distant wash of waves punctuated by seagulls' screams, and the scene should be set for a theatrical feast.

Two things militate against this: one being the hobbling translation by Robert David MacDonald which disastrously spoils Racine's rhyming couplets (making one wish, perversely, for French subtitles); the other being the casting of Glenda Jackson as the eponymous queen who believes in keeping incest in the family.

Miss Jackson's mannered delivery gives the impression of a mannequin with a rogue voice box which cannot decide which instrument of the orchestra it is meant to be emulating.

Gerard Murphy's scowling, piratical Theseus and Jane Birkin's ironical Ismene go some way towards keeping the ship afloat, but the scenery remains more absorbing than the voyage.

Martin Cropper

Rock
Meat and two vegSqueeze
Hammersmith Odeon

With their jaunty rock rhythms, economically-executed arrangements and clumsy, sentimental lyrics about the mundanities of everyday life, Squeeze have carved a comfortable niche for themselves as the meat and two veg of the pop/rock world by the time of their demise in 1982. While the careers of the principal song-writers Glenn Tilbrook and Chris Difford languished following 1984's disappointing *Difford & Tilbrook* album, Jools Holland, by now an established television personality, also suffered a decline in his preferred profession as a pianist. Thus the decision to reform the group earlier this year represented a sensible acknowledgement of the whole as being greater than the sum of the parts.

Their stage show, however, remains almost exactly equal to the sum of the songs played therein. Despite an amusing classical boogie pastiche by Holland and a rather ambitious attempt by Tilbrook to organize the audience to sing four counterpoint parts simultaneously during "Black Coffee in Bed", the bulk of the

performance comprised a straight, seamless run through the artful songs of Difford and Tilbrook as interpreted by Squeeze, with little or nothing added to the work as recorded.

Looking like a seedy choirboy in need of a haircut, Tilbrook sang in high, clear tones, accompanied by Difford's grumpy baritone to complete their distinctive octave unison vocal parts. Glifford Lavis drummed with elegant vigour though he twirled his sticks a lot less than when miming on television, and with sharp, clear precision the ensemble romped through his like "Up the Junction", "Tempted" and the excellent "Falling Mussels (from the Shell)" as well as the less obviously commercial material from the new album, *Costi Fan Tutti Frutti*.

The group adhered to the tedious, but increasingly prevalent fashion of "ending" their performance two-thirds of the way through the allotted time-span and then returning for 40 minutes' worth of triumphant, (and carefully rehearsed), "encores". An impression of competent playing marred by a lack of spontaneity in the presentation was confirmed.

David Sinclair

As I lay dying
Cottesloe

Peter Gill's adaptation of William Faulkner's novel is primarily an experiment in multiple narrative, putting the book's own antitheses between words and action to the test of physical enactment.

As I Lay Dying tells the story of Addie Bundren's burial, through the descriptions and meditations of her husband, children, and neighbours. Addie, a stranger in her own home, has found no meaning in her life - least of all in the vocabulary of marital love. To confer a posthumous meaning on her existence, she leaves instructions that the family are to build her a coffin and then carry her body from rural Mississippi to Jefferson and bury her there. This toilsome journey from the hills to the town, involving floods and fire, amounts simultaneously to a sacramental ritual and the central plot.

As inhabitants of Faulkner's Yoknapatawpha County, the characters would find near relatives at *Cold Comfort Farm*. With names like Darl, Dewey Dell, and Jewel (Addie's illegitimate favourite son), they include one simple-minded boy and another who winds up in a Jefferson mental home. Having staggered through their ordeals with Addie's putrescent corpse, they finally reach their destination only to discover that they have forgotten to bring a spade.

Gothic excess and risible anticlimaxes aside, the overpowering fact about this little society is its terrible loneliness; hence Mr Gill's chosen theatri-

cal task of presenting a group action by a collection of people who can barely make contact with one another.

With brief sawn-off dialogue exchanges, the play consists of monologues and chorus episodes; and the stage is denuded even by the austere standards of the Gill-Alison Chitty partnership. With a floor and back wall of rough, untreated timber we seem to be in a funeral workshop: while the dying Addie (June Watson), propped up to observe the construction of her own coffin, occupies an old trestle table. The faces of Mr Gill's company, unshaven, hollow-eyed, never smiling, seem to have escaped from the rest preserve tableaux of arrested life, springing into a new group picture when the next monologue begins.

Mr Gill has taken certain stylistic decisions which I do not understand. One of these is to preserve descriptions of actions which the person described is conspicuously not performing. Another, particularly in the chorus scenes (such as the struggle to get the hearse over the river), is to whip the group up into frenzied accounts of a supposedly visible event, while preserving past tense descriptions. Too often the effect of this is to muffle the impact so much that attention wanders. Otherwise this is an event with the poise of a piece of Shaker furniture, and performances (especially those of Stephen Petcher and Daniel Webb) whose passion is intensified by the extreme discipline of the style.

Irving Wardle

An American in London



Sheridan Morley
talks to theatre
manager/producer
Toby Rowland

"Have you any idea what a good stage manager costs these days? I spent half my career earning less than that." The cry comes from Toby Rowland, the only American to have spent the last thirty years in West End theatre management and now, on the verge of his seventieth birthday, starting out again as a solo producer after a quarter of a century in charge of all the Stoll Moss theatres along Shaftesbury Avenue. Rowland has been a remarkable behind-the-scenes career, and if ever he gets around to the autobiography he has long threatened, it is likely to prove the best guide to the Byzantine power-structure and struggles of the commercial theatre in this country that we have yet had.

Having retired last year from Stoll Moss, Rowland has now formed his own independent production company, and his first venture is *The Dragon's Tail*, a new play by Douglas Watkinson which opens at the Apollo on Monday with a cast headed by Penelope Keith. "I didn't want to start the new company with a revival or anything safe like that, so when Penny and her husband brought me this play I knew it was just what I'd been looking for. A couple of years ago I had cancer of the throat, and while I was having all the hospital treatment I began thinking about all the things I hadn't done in my life, and one of them was enough independent productions - so my wife said that when I got better I should form my own company and we called it Libby Productions after the town in Montana where I was born."

"My father was a lawyer who lost all his money in the Depression, but we still had an American Indian nanny called Susie. Coward loved the movies, and from about the age of four I was taken to the local cinema. Then I began collecting film magazines and became obsessed by Hollywood."

Rowland was 15 when he won a *Screenland Magazine* contest.

"You had to write an essay about whether you wanted James Cagney to be good or evil in his next movie, and mine was the one they chose. When I got to Pasadena Station in 1933 there was Cagney on the platform to meet me with a lot

of cameras from the studio publicity department. Cagney then took me on a drive around Beverly Hills and I knew who lived in every house, because there had been photographs of the stars in their kitchens for a recent fan magazine. Cagney couldn't believe that a kid just off the train from Montana knew more than he did about who his neighbours were, so he kept stopping the car and we'd bang on the door to check whether I'd got it right from the photographs."

Thus introduced to the wonders of Hollywood, Rowland returned to Montana where his father bought up all the copies of the magazine announcing his son's visit so that the neighbours should not be too appalled. The movies were now in his son's blood, however, and at 17 Rowland went to drama school in Seattle, where he met his wife.

"Our parents agreed that in the vacation we could drive to New York, where Millie was going to become a star and I was going to be the best producer on Broadway. It didn't happen quite like that. Nobody wanted to give us a job so in desperation to get work for ourselves we opened up the first-ever off-Broadway theatre in an iron foundry on West 19th Street. We sold nearly a thousand subscriptions and opened on money we'd borrowed from our parents with Cagney's *The Infernal Machine* in its American premiere. We discovered Mildred Dunnock and Lloyd Bridges, gave all our subscribers their names on the back of the chairs, and were just beginning to make a success of the venture when the Fire Department came along and closed the building down as unsafe."

By now it was the beginning of 1937, and Rowland had decided that the time had come to get some professional experience on Broadway itself. "I'd realized in our own theatre that I knew nothing at all about how to sell tickets. So I went to work for fifteen dollars a week as an agency runner, carrying black-market tickets up and down town. Every Friday I also had to carry the ice. The ice was the money that went under the counter to box-office managers for letting us sell their house seats at inflated prices."

The next thing Rowland

decided to learn about the theatre was stage management. "I went to the Provincetown Playhouse, where stage managers also got to play small parts. Then the war came, and Rowland went into the American Air Force. "We were stationed in the South Pacific, where I used to run a weekly forces' radio show with Charlton Heston, and after that we went out on troop tours of the army bases, selling Tyrone Power's kisses. I mean he'd stand there and kiss the girls, and I'd charge a dollar. The day the war ended I went straight back to New York. Milly got a job as a secretary and I tried to break back into management. But my father had died, there was no more family money and so I found myself working as an agent for a while."

He did not care much for that, but there was by now almost nothing in the theatre he had not done, save setting up a drama school. "That was the next plan. Under the GI Bill, a lot of returning servicemen wanted to learn about the business, and so I became Kazan and Bert Shevelove we formed an academy where all the visiting English on Broadway would come and lecture. They were a different breed: when the Old Vic came over in 1947 with Olivier and Richardson and Margaret Leighton, I suddenly saw a whole new world of theatre and decided that I wanted to be a part of it."

"I started by looking after the H. M. Tennent and Little shows when they were on Broadway, and then I became Binkie Beaumont's assistant over here at a very glamorous time, so I stayed here and set up on my own in management. The first play that Peter Hall ever directed in the West End was mine, and so was the Tennessee Williams *Camino Real*. Not that it was all on that level: I also did *The Desperate Hours* and *Watch It Sailor* to pay the rent, and *Brouhaha* with Peter Sellers, who was just impossible."

"He missed so many performances that after three months his understudy John Wood was giving a party to celebrate his own fiftieth appearance in the part. Every night was a crisis: at 7.15 my stomach would tighten, and then there would be the call from the stage manager saying that Peter was either drunk or just not there. Then, on the very last night of all, we had a party and Peter solemnly came over to me and said that he'd heard of a promising young writer called Peter and could I get him to write Sellers a play?"

That was about the moment when Rowland abandoned his own management and went in with Prince Little at Stoll Moss: "He'd already done so much to help me that I couldn't really refuse. I did manage in those years to discover Alan Bennett, because Frith Banbury sent me a 400-page outline of what became *Forty Years On*, but apart from that it was mainly a pantomime and transfer business, with very little chance to originate shows. "Now I'm back commissioning new writers, with just one phone and one secretary and paying all my own bills instead of sending them upstairs to the accountants. I find all that alarming, and the West End is certainly a trickier place now than when I started with the old giants at the end of the 1940s, but it's still very good to be back on my own again."

Television

Smiles on the face of the tiger

Far easier to contemplate the fluff in another society's navel than to examine the fluff in one's own. In a week in which the British government planned to entertain two PLO stalwarts, the BBC have appropriately decided that two months, seven deaths and nineteen seconds later the "climate" is now right for the transmission of *Real Lives - At the Edge of the Union* (BBC1). One way of judging it as a programme and not the political hot potato which blistered Auntie's hands is to imagine what an intelligent foreigner, ignorant of the recent bally-hoo, might have felt watching it.

Apart from admiring David Barker's photography, he would have seen an accomplished film - no more or less than that - which juxtaposed two men from a rainy town called Londonderry: both tectonic churchgoers, both elected representatives and each as different from the other as it is possible to be. That both were filmed at the end in graveyards was a recognition by producer Paul Hamann of the results of their extremism.

One was a neatly dressed man with still white marble

hands called Martin McGuinness. He sat with a fearful air of reasonableness and denied reports that he was the military commander of the IRA terrorist group. He did admit he was involved actively on behalf of his people against what he described as the British occupying forces. There were sequences of this man in his car, of him speaking in the rain to his cheerful supporters - 12 per cent apparently of the community - and of him playing ball with his children.

The other man (who bore an uncanny resemblance to the head of the department responsible for the programme, Will Wyatt) was Gregory Campbell. He was seen at home, with close circuit security screens, and in church, with a pistol down his hip, and at tea with a man who spoke in a rasping uncompromising voice, called Ian Paisley. In much the same voice Campbell advocated a shoot-to-kill campaign against the IRA - Christmas, he said in a statement, had come early the year when two IRA men were shot - and a refusal to sit down and talk with their elected sympathisers.

Our impartial viewer would have noticed the women interviewed were much tougher than their men, that there were unfairly more shots of McGuinness's supporters than Campbell's. He might have suspected the right cause was represented by the wrong people. Certainly he would have considered it unnerving that the smile on the face of the so-called tiger was so fetching and unfortunate that one side could put its case much better than the other (this more a cause for thought than censorship).

Tsetse fly and army worm are more the afflictions of the Mursi people. There was a wonderful sequence in *Disappearing World* (ITV) - a kind of *38-Up* on an African tribe - in which squatting round a television set for the first time, like a bunch of BBC governors, they watched with drooping lips two programmes about themselves filmed over the last 10 years. This third programme in particular provided the most moving objective portrait of these proud cattle-herders.

Nicholas
Shakespeare

Dance

Mark Morris
The Place

When Mark Morris's dance group first appeared in London at last year's Dance Umbrella, the predominant quality I noted was a heavily facetious humour.

An underflow of callousness made it impossible for me to enjoy his earlier *Songs that tell a story*, and in the new *Lovey* that callousness comes to the surface. In this dance, to songs by the Violent Femmes, Morris's four supporting dancers grope one another, themselves and four naked baby dolls. They simulate child molestation and baby-bashing.

Morris himself has had his pre-Raphaelite curls shorn. His solo, however, is as narcissistically self-indulgent as ever. One of them he performs strutting about in a frock and high heels; for the other he writes to an anthem "Jealousy" from Handel's *Hercules*.

The choice of music is sometimes odd. Boccherini accompanies a clumping-around number for four performers enigmatically titled *Retreat from Madrid*. In *Deck of Cards*, a home-made toy truck is dragged slowly across the darkened stage to a song by Jimmy Logsdon. Morris does his drag act to another by George Jones, and Donald Mouton illustrates, in elementary mime gestures a recitation (comic? sentimental? the tone is ambiguous) by J. Texas Tyler.

The movement, for the most part, is a kind of dancing scribble, so busy and out of focus that it becomes illegible.

When precision does occur, in *Minuet and Allegro in G* (Beethoven), it is again facetious: two women carefully dancing out of time with each other and the music.

Sometimes I wondered what Morris thinks he is up to. But by the end I found the evening so nasty that I no longer cared.

John Percival

Concerts

Lontano Martinez
St John's

A really rather dull evening with Lontano yesterday was finally and instantly lifted high in the air by a new piece from Judith Weir. *The Consolations of Scholarship*. It is a concert opera, or musical strip cartoon, getting through 10 scenes in under half an hour, and making each a brilliant, lively image, created with complete clarity of purpose. To hear it is to turn the pages of a beautifully illustrated book, an experience of relishing the moment, yet anticipating what is to come, featuring that quality of imagination cannot be maintained yet gradually and happily becoming assured that it can. It is quite the best thing of Weir's I have heard - though such judgements are mutable, since one can now have the pleasure of rediscovering her music in the light of this bright achievement.

The story comes from the plays of Yuan China, but Weir's conflation is her own, witty, and given to a solo singer who speaks the narrative rhythmically and vocally enacts the main roles: Linda Hirsi was accurate and delightful here. A small mixed ensemble colourfully contains the proceedings, using a language of quirky rhythms and oddly placed chords that overlaps some what with Messiaen on one side and recent Ligeti on the other while having a definite centre of its own. There are glorious moments when the ensemble chimed off in rhythmic unison with the speaking voice, illuminating and subverting the text.

Conducted most effectively by Odaline de la Martinez and splendidly played, the thing was a sheer treat. I hope some record company may notice how well it would suit the gramophone. Meanwhile it is good news that Weir is at work on a full-scale piece for Kent Opera.

Paul Griffiths

YMSO/Blair
Royal Festival Hall

The Young Musicians Symphony Orchestra would be the first to admit that in the opening concert of their new season they played safe with their all-Elgar programme. And they did succeed in filling a good many seats in consequence, although happily their renowned adventurousness in programming policy is to be pursued later.

Safety for the box-office does not always mean safety for the players however. It is difficult for any conductor to stay with the soloists in the Violin Concerto and James Blair was not always in total agreement with Barry Griffiths in matters of tempo, phrasing and rubato here. The greater problem, though, was that Griffiths played too much like the excellent orchestral leader he is and not enough like a really committed, virtuosic personality. Too frequently what should have been gripping emotive climaxes went for almost nothing.

It was hardly surprising that the orchestra sounded uncharacteristically ill at ease in this work, a contrast indeed to their exuberance in the "Cockaigne" Overture. Here, in spite of an occasional moment of insecurity among the strings, all the nobility and humility was conveyed through playing of distinctive warmth and confidence. Sometimes, indeed, that confidence resulted in brassy garishness, but this is the work that can easily take such treatment.

So just about, can the end of the *Elgiana Variations*, though here there was a suspicion that the organist let himself go just a touch too far in his registration. Otherwise Blair shaped the piece carefully and elegantly, and there were impressive solos from Nicholas Barr (viola) and Gregory Walmisley (cello).

Stephen Pettitt

In the TLS
on October 18

NEGLECTED FICTIONS

Over eighty writers and international figures choose works of fiction they would like to see better known.

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OXFAM

October 17, 1985

SPECIAL REPORT

RETAILING/1

The style that gets the tills ringing

We may feel nostalgic for the personal service, the interesting characters and the friendly smiles of 1801 when Jane Austen used to buy her gowns from Mrs Ryder at the local village shop and Parson Woodforde's niece Nancy bought hers from Mrs Batchelor of Reepham "who travels about in a cart".

But behind the personal attention and the friendly smiles, the high prices, little choice and frustrating delays in delivery. You might wait all season for a fashionable hat and by the time it arrived, via various coaches and various inns, the season would be over.

Since then the big department store has come and, in many cases, gone, at least as we knew it. Gone are the days when you would meet your aunt for tea in D. H. Evans or be given a guided tour of Heal's by your own particular buyer whenever you went to buy a cushion.

The chain store has established itself in high streets and has, until now, offered variety, immediacy and conformity. Computer systems have created efficiency in ordering, stock control and accounting, though personal service has gone in favour of streamlining.

But things are changing. During the 1970s there was a serious drop in retail sales and retailers have had to reconsider what customers really want and how they want it presented.

There is a new, confident discriminating, educated generation of customers who have travelled widely and experienced various cultures and do not see why glamour should be something confined to tele-

vision. They are choosy about where and on what they spend their time and money. They are concerned particularly with their health, individualism, what is quaintly called in the trade "personal adornment" and their immediate environment.

The retailer must please, and please immediately. Items no longer sell on price alone, but on choice and often on whether the shopping environment is relaxed and pleasant. The successful retailers have had to introduce into their stores variety, atmosphere, service, value for money, convenience, design, colour and quality.

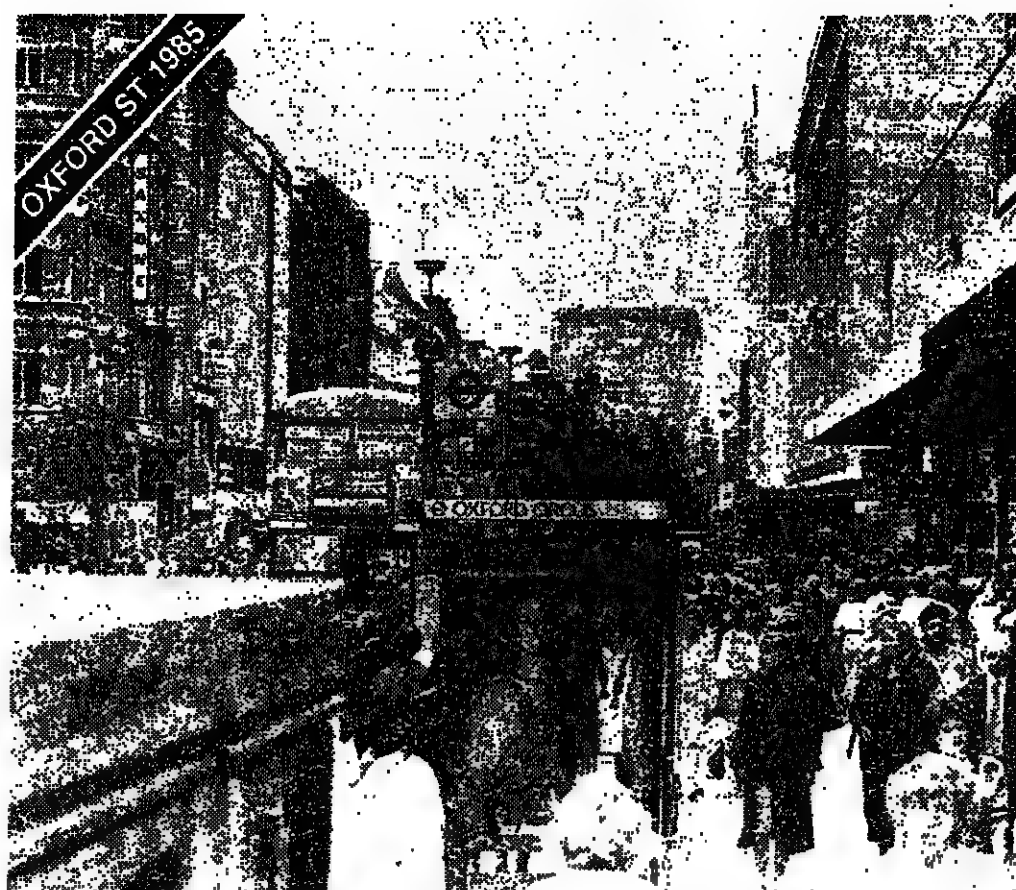
Payment is made easy through charge cards, budget accounts, ordering by phone or even by computer.

Above all, retailers have been quick to see that specialization is the name of today's retail game. Everyone's doing it. There are the small specialist shops of which, say, Benetton.

Next and Richards each sells a particular style of clothing - sports, city or just plain trendy. You know where to go for each type. You'll go to a small sports shop for shorts, a specialist fitter for a new car exhaust, a fast food joint for a hamburger. Dixons for a camera.

These shops rely on instant innovation and change to keep their customers intrigued and spending.

The department stores have been losing to these specialists and are finding that the only way to get back is to rent space to the specialist concept. Within its linen department, for instance, a store will find itself setting up areas devoted to a



Eighty-five years of shopping in Oxford Street: Fashions and facades have changed but the buildings are clearly the same - note the Saxe shop on the left

range of products based on "Thomas the Tank Engine" or "The Country Diary of an Edwardian Gentlewoman" which may include not just bed and table linen, but toys, pastry boards, pottery.

An extraordinary amount of energy and organization lies behind such packages, with perhaps 20 or more manufacturers taking part and much money to be made since the whole "story" can be heavily advertised as a package with everyone concerned benefiting.

In the large surface-area chain stores - horribly known as "variety stores" - found in high streets, modern shopping malls and out-of-town hypermarkets, specialization and rationalization are gathering momentum. Shops such as British Home Stores, Marks & Spencer, W. H. Smith, Woolworths and Boots are all pulling up their socks, pulling in their horns and considering how they can sell a clear and quality idea or two rather than a whole jumble of cheap odds and ends.

Mail order is also falling into this specialization game. Small catalogues are surfacing, some no bigger than leaflets, offering specific and directed merchandise, of good quality and excellent design.

The Guinness Collection has luggage, clothes and accessories to gladden the heart of the young business executive. There are catalogues of top quality manufactured designer objects from lighters to furniture, those which offer just sports clothes and equipment, and those, such as Habitat, Laura Ashley or Next, which offer a special look or style for the home.

This leads to another important realization: that design affects performance. Twenty years after Habitat introduced the word design into everyday postwar shopping, the bulk of the retail world has cottoned on too. The large chains in particular have the buying power to dictate what a product should look like, but most retailers see the importance of getting professional design expertise to improve their shops, as well, both inside and out.

The overcrowded and overbearing atmosphere of the 1960s shopping centres are, we can but hope, making way for the light, airy shopping environments of places such as Milton Keynes, whose marbled halls and free and available parking are a revelation to the harassed shopper.

Barty Phillips

A buying spree in your own lounge

Shoppers are parting with more and more of their cash from the comfort of their own homes.

Companies are becoming aware of the growth potential for non-shop shopping and over the next decade this is likely to be one of the fastest developing areas in retailing.

Today customers are not restricted to the cumbersome system of local agents and long delivery dates - they can place their orders by phone or even tap them directly into a computer.

Tesco has been pioneering a system by which special customers - the elderly or disabled - can send their grocery list via a television screen to the local store. Then, in a 1980s up-date of the traditional grocer's delivery system, the requirements will be brought straight to the door.

People who are subscribers to Nottingham Building Society's Homelink system can not only pay their bills at the press of a few buttons, they can also order a case of wine or any of the other items which advertisers choose to display on the screen.

Littlewoods, famous for its pool coupons but also the second largest mail order company in the country, is now pioneering a system of electronic shopping through Prestel.

It is, however, the catalogues which still provide the bulk of home shopping sales and after some dismal years at the

beginning of the decade, the outlook is almost as glossy as the pictures that persuade customers to buy.

In the first half of this year, mail order sales grew by 11.3 per cent while retailers in general only recorded a 9.4 per cent boost. That means that mail order sales this year should top £3 billion, against £2.7 billion in 1984. Littlewoods and Great Universal Stores still take the lion's share of that business - 38 per cent and 29 per cent respectively.

The original Habitat catalogue, has been the model for a veritable library of store catalogues: Laura Ashley, The Reject Shop, Mothercare and even Harrods now offer the opportunity to shop by post.

Their inspiration came originally from the direct mail advertisements which together seemed to be making a takeover bid for the Sunday colour supplements in the early 1970s.

The market was over-subscribed and it met with the inevitable result.

Today most of the direct mail business is in the hands of large companies which have interests, and vital experience, in other aspects of selling.

David Jones, managing director of Grattan, personifies the changes. He was the leader of a team which ushered GUS into a new era of computerization. Then, three years ago, he walked into Grattan and worked the same high-tech magic. He

invested in computerized ordering systems, automated warehousing and produced profits which now justify the expenditure. Grattan recently announced that it made £6.8 million in the first half of this year and it should top £15 million for the year.

The vagaries of the postal system are increasingly being by-passed on both legs of the journey, for the boom in mail order, clearly a misnomer now - has tempted several new delivery services into existence.

Companies such as Grattan and Freemans are now examining how they can build on the business they have. One of their most important assets is a list of customers and this in itself is something that, carefully packaged, can be sold at a high price.

The names on the list are a sitting target for holidays or insurance, besides the more run of the mill household goods.

With such ideas in mind, the mail order houses have good reason to feel bullish - but there is one worrying cloud on their horizon. Rumour has it that Marks & Spencer is contemplating taking its high street supremacy into the mail order world.

If Marks does decide to plunge into catalogue selling it will lift the image of the business by several points but it will also pose a major threat to those companies which have pioneered non-shop shopping.

Patience Wheatcroft

B&Q CHAMPION YOUR RIGHT TO SUNDAY SHOPPING

B&Q were first with Bank Holiday Opening.

B&Q were first to stay open late 'til 8.

B&Q DIY Supercentres are forerunners in the battle for nationwide Sunday shopping.

B&Q welcomed the Auld report on Sunday Trading, accepts its recommendations and looks forward to early legislation. Sunday trading means a better deal all round....



More sales.

More jobs.

More opportunities for British manufacturers.

And above all **more flexibility for the British shopper.**

B&Q have been in business just 15 years... we have 40 million paying customers a year... last year our turnover was over £300 million, with a profit of £28.6 million... and we employ almost eight thousand people.

We're in business to serve the customer and give them what they want.

Give the customer Sunday shopping!



B&Q Market Leaders in D.I.Y. And in the fight for Sunday Shopping!

How the small traders made the big time

Britain's huge and splendid shopping palaces, the department stores, were the products of a breed of young retail Dick Whittingtons who first began to surface in the early 1800s.

Until then shoppers had relied on proprietor shopkeepers living above the shop. In London they spread over an area consisting of two streets, Fleet Street and Holborn and their extensions running from the City to the West End.

The first department stores, such as Kendal Milne & Faulkner of Manchester, started by hiring spaces to other traders which were often called bazaars. Most of the founders were young men who had trained in the drapery trade or farmers' sons out to make their fortunes.

William Debenham, a Suffolk farmer's son, bought a partnership in Flint & Clark - later Debenham & Freebody in 1913. John Snelgrove walked to London from Somerset with half a crown in his pocket and eventually took on a partnership with Yorkshireman James Marshall. Marshall & Snelgrove later opened a branch in Scarborough and another in Harrogate, but only during the season.

Harrods' escalator was a sensation

Peter Robinson, Bourne and Hollingsworth, Dickins & Jones, Swan & Edgar, all set up around this time and John Lewis was a silk buyer at Whiteleys before he opened a small corner shop near Oxford Street at the age of 28.

He refused to advertise like Peter Robinson but did realize the importance of offering a wide assortment of sizes and colours.

One progressive retailer who did not mind advertising was John Harris Heal, of Heal's, makers of mattresses and feather beds which first opened in Tottenham Court Road in 1818. He advertised in the partworks of Charles Dickens' stories for 28 years, beginning with *Pickwick Papers* in 1837 and ending with *Our Mutual Friend* in 1865.

Harrods, which started as a small grocery store, had begun to sell china, glass and ironmon-

gery by 1880. When Richard Burbidge took over as general manager in 1891 - from the Army and Navy and Whiteleys - he was full of progressive ideas and caused a sensation with the first escalator in 1898.

Gordon Selfridge from Chicago opened in the year of Harrods' diamond jubilee. He built a new building, by far the biggest in Britain at that time for a retail store. Selfridges was famous for its windows, which were kept lit until midnight, for its ice cream soda fountain, and its bargain basement, all big innovations.

He revolutionized store organization, layout and display, and introduced new methods of staff training. He said of his customers: "I want them to enjoy the warmth and light, the colours and styles, the feel of fine fabrics. That is the basis of this business."

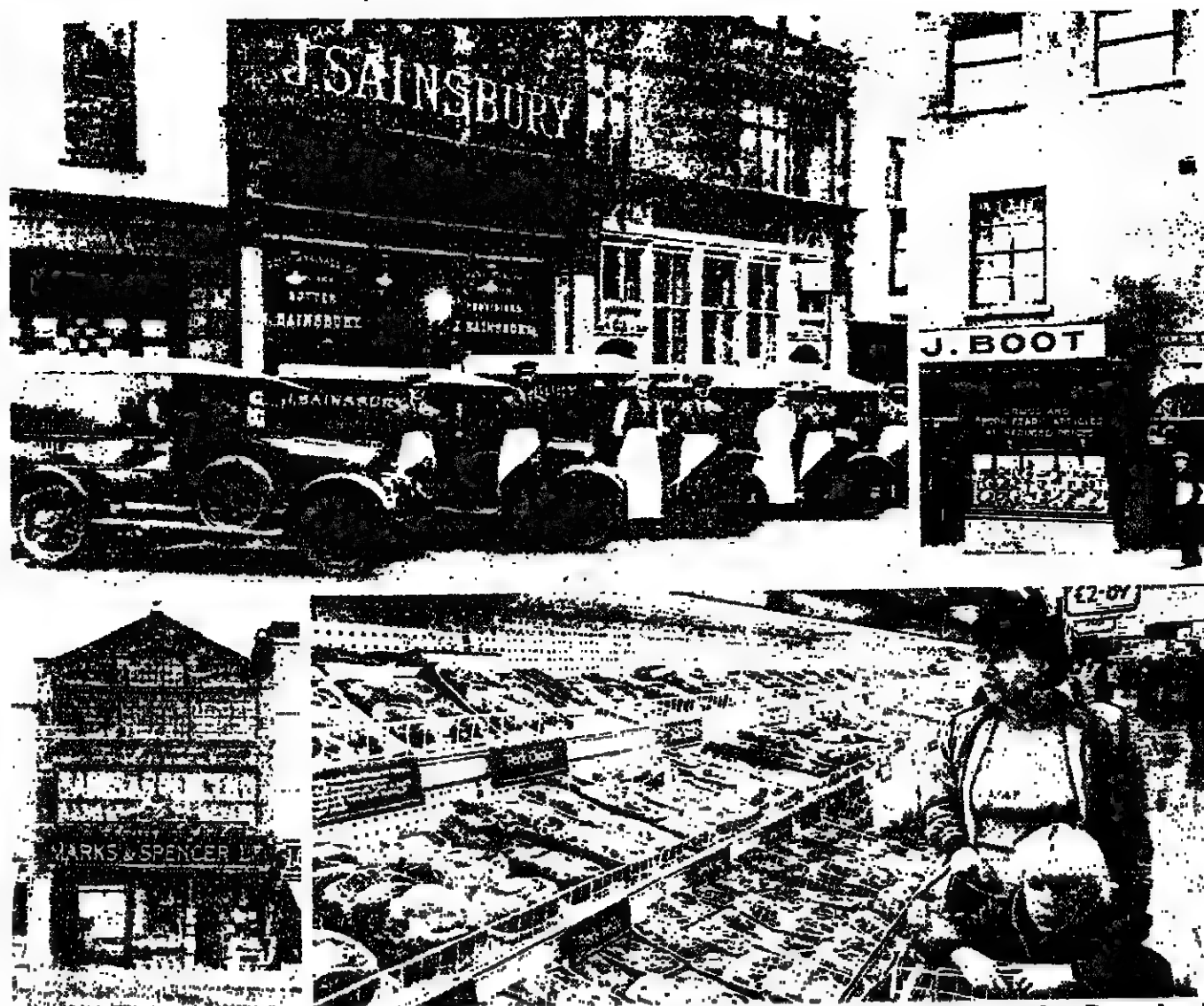
When the first underground was opened, linking the City and the West End, Westbourne Grove became known as the "Bond Street of the West". William Whiteley opened his shop there full of marketing ideas, some of which would fit in well with today's thinking. For instance: a fish bar attached to the fishmongers department where tempting little fish lunches popularly denominated snacks may be had at all hours.

These progressive stores were not confined to London. In Newcastle, Bainbridges has 23 departments and Fenwick's has a beautiful shop designed by W. H. Knowles. Robert Sayer opened a shop in Cambridge which eventually became a Selfridge branch and in 1940 a John Lewis partnership store. There was Dunn's of Bromley, Jolly & Son in Bath and many more.

Alas, few of the great London stores are still owned by the families who founded them. Liberty is about the only one still under the ownership and management of the founder's direct descendants.

These shops all depended on the many large prosperous Victorian families for their success. People who liked spending but wanted value for their money.

During the past 20 years the department store has fallen on hard times. Goring's, that



Big stores, small origins. Top left, Sainsbury's delivery fleet at Guildford, Surrey, 1929; top right, the first Boots shop in Nottingham; below left, open-fronted M & S shop at Stratford, London, 1910; and today an ASDA superstore

hastion of the school uniform, went down in the late 1960s. Gamage's, the well-known rabbit warren in Holborn in the 1970s, Whiteleys, B & H, Dunns of Bromley, Swan & Edgar, Woollands, Pontings - remember them?

One thing the department stores seem to have over the chain stores is the amount of space they own. Within this they can offer a wider range of products than most of the chains and perhaps a more thoughtful service. Or they can let space to individual retailers, a way forward which is definitely in the thinking of the new owners of Debenhams, with their talk of central atriums with highly designed individual shopping cubicles off them.

So perhaps we shall get right back to the original idea of shopping bazaars, started by Kendal Milne in the 1830s.

Barty Phillips

Cut-price veg and a discount on a vacuum cleaner are among the very few perks that go with the job of shop assistants. In a trend-setting fashion boutique, salesgirls may have the added pleasure of being able to gyrate between transactions to the piped tones of their disco favourites.

Opening and closing times often make it easier for women workers to cope with running a household and taking children to school (but not collecting them). Convenience and relatively good working conditions are the main plus points.

Shop workers spend many hours on their feet, their job security is limited, they have to cope with awkward customers and they are paid some of the lowest wages in the land.

The minimum legal wage in the non-food side of retailing, as laid down by the industry's wages council, is £76 a week (£75.50 in food shops). Over-

time is negligible and only a small minority are on commission.

In London, where some workers can expect a hefty extra allowance, a general shop assistant over 19 earns a minimum of £78, a differential of just £2.50 a week.

According to the USDAW, these shop workers earning more than the minimum are rare, though Harrods and Selfridges in London have a union-negotiated rate of £117 a week for an assistant aged 18 and over, boosted by commission.

The picture painted by the USDAW is of generally greedy retail companies exploiting mostly female, mostly part-time workers who are frightened, certainly discouraged, from joining a union.

The reverse view is put forward by the Retail Consortium, representing the owners, and its new director general, Tom McNally, the former SDP MP.

He says: "Today's shopkeeper invests in the architecture and environment of his shops, the technology employed in them and the sophisticated presentation of the goods sold."

"With such high capital investment he is not interested simply in one-off quick killings. The whole aim is to establish and retain customer loyalty. To that end a well trained, presentable and loyal staff makes common sense."

According to the consortium, 2,152,700 people were employed in the retail trade in June, two thirds of them female. About 840,000 were part-time workers.

Special lines in success

The modern Marks & Spencer streamlined, brightly lit, two-storey store is a far cry from the rickrack on the back of Michael Marks, the young immigrant, as he trudged the countryside with his selection of needles, cottons and sewing accessories.

M & S food borders on the delicatessen, people fly from all over the world to buy M & S sweaters and they have taken over from the department stores as suppliers of Britain's school uniforms.

But since the backpack days, the company's specialization has always been quality and value for money.

If M & S knew about specialization some while ago, perhaps the clearest example of what is happening in the "variety" stores can be seen in the recent well articulated policy of Boots the Chemist. Three years ago Boots' disciplined effort to improve started with specializing in healthcare and the fast growing area of leisure.

It decided to stock fewer brand names, to concentrate more on own brands, to go for higher quality and higher prices.

The first move was to close all the Timothy White shops. Central controls and disciplines were installed. The chemist departments were modified so as to seem warmer, friendlier and less clinical.

Boots has introduced 42 optical departments and they now also sell a vast array of preventative health products such as vitamins and encouragements to healthy eating.

Own brands now account for 37 per cent of sales and a third of the stock is manufactured by Boots. It is continually developing new products in its own laboratories and has spent £6 million on new facilities, and earmarked £250 million for updating branches.

A number of very successful sub shops have been introduced, some of which are to be found in most Boots branches.

W H Smith, after four bad years before 1982, specialized heavily in electronic equipment such as typewriters and calculators and in books. It has cut down on toys and miscellaneous stationery and was rewarded last year with record annual sales of more than £16 million for the first time.

Littlewoods has started a major refurbishment programme of its existing stores and Woolworth has had a programme of rationalization and investment since it severed its links with New York and became wholly British in 1982. At present, nearly all its profits are made in the four weeks before Christmas.

Woolies seven-year plan - now already three years under way has been to sell property and to rationalize merchandise closing 212 of its stores to refurbish them for two new concepts: Woolworths Week End and Woolworths General Store. Woolworth shares have risen from 75p in 1982 to 475p this year.

compatible with firm central control.

Last year, the profit share-out among the 27,000 members totalled £25.7 million and represented a 19 per cent cash bonus on a year's pay.

But by far the greatest challenge facing the union at present is the move towards seven-day, 24-hour trading.

The Audit Committee, which has recommended reform of the 1950 Shops Act, said that 5,000 jobs could be at risk. The USDAW deputy general secretary, John Flood, believes the total could be 20,000.

Most of the big retailers want Sundays to be liberalized. They point to a recent study by the Institute of Fiscal Studies which concluded that if sales rose by 2 per cent following Sunday opening, 30,000 jobs could be created in the long term.

Edward Townsend
Industrial Correspondent

Tough customers, few rewards

USDAW is a decidedly non-militant union, largely because its potential membership is spread thinly across the country.

Not surprisingly, the union has little time for the much-praised Marks & Spencer. A spokesman said: "They may provide free hair-dos and look after their staff's feet, and they try to pay as good a basic rate as any in their particular location, but Marks also has a reputation for being paternalistic and dictatorial and it doesn't suit everybody."

Unique to retailing, also, is the John Lewis Partnership, which has 21 department stores and its 77 Waitrose supermarkets and which has a profit-sharing scheme designed to give "the greatest measure of democratic responsibility that may be

June 1985 saw the opening of London's largest superstore.

Tesco Brent Park, Neasden.

A superstore with a sales area of 65,000 sq ft, free parking for over 1,000 cars, a Midland Bank, in-store

pharmacy and Consumer Advisory Kitchen.

Brent Park is our 100th U.K. superstore and represents our continuing commitment to superstore innovation and development.

And it will undoubtedly set the blueprint for the superstores of the future.

Within the next 12 months, we'll be opening 14 new stores while continuing to rationalise and refurbish our smaller stores.

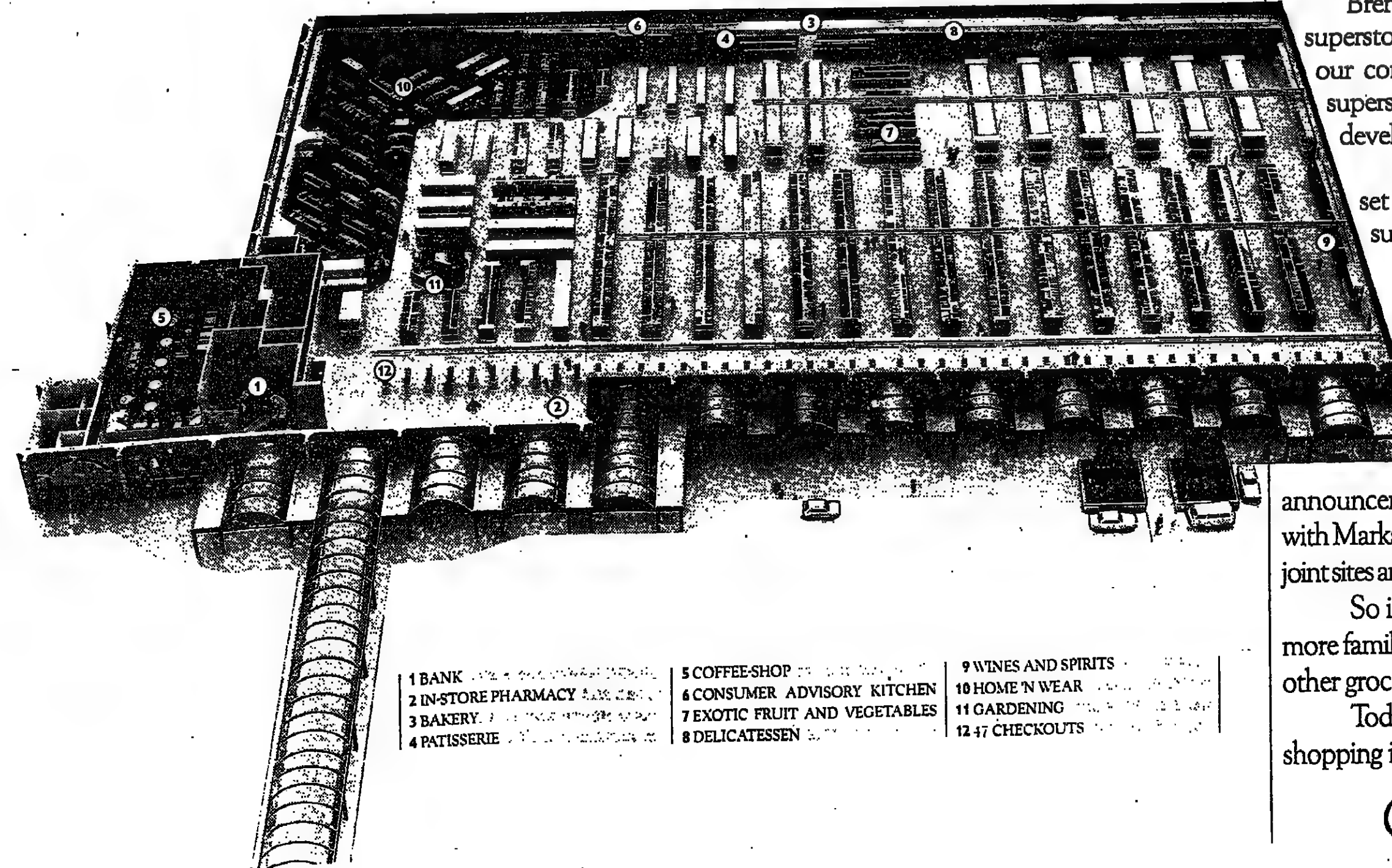
And, following the announcement of our association with Marks and Spencer, a number of joint sites are now under consideration.

So it's hardly surprising that more families shop at Tesco than any other grocery superstore group.

Today's Tesco is leading shopping into the future.

TESCO

TODAY'S TESCO. THE MODEL FOR TOMORROW'S SUPERSTORES.



- | | | |
|---------------------|-------------------------------|---------------------|
| 1 BANK | 5 COFFEE SHOP | 9 WINES AND SPIRITS |
| 2 IN-STORE PHARMACY | 6 CONSUMER ADVISORY KITCHEN | 10 HOME 'N' WEAR |
| 3 BAKERY | 7 EXOTIC FRUIT AND VEGETABLES | 11 GARDENING |
| 4 PATISSERIE | 8 DELICATESSEN | 12 47 CHECKOUTS |

RETAILING/3

(SPECIAL REPORT)

The corner shop cashes in



We aim to be the most fashionable department store group in the country. To always be the first to offer you new fashions, new trends and new ideas as they emerge. The very best brand names and the most fashionable labels. This is our aim. This is the New Lewis's.

THE NEW Lewis's

LIVERPOOL · MANCHESTER · BIRMINGHAM · GLASGOW · LEEDS · HANLEY · LEICESTER · BLACKPOOL
NEWCASTLE-UPON-TYNE (opens November 1985) AND SELFREDGES (OXFORD).

"Pop across and ask Tony for some milk and while you're there see if he's got any..." This is an almost daily routine in our part of the Home Counties where Tony in his corner shop rescues many a doomed breakfast or dinner.

Tony is Antonio Capozzi, a 38-year-old former electrical maintenance engineer who has been running the corner shop at our crossroads for three years. He is not quite like Ronnie Barker's *Open All Hours* shopkeeper (and as far as I know we don't have a nurse called Gladys Emmanuel in the area) but seven days a week he can be relied upon to have virtually anything you are likely to run out of.

The shop is quite small but, combined with an off licence section, carries a tremendous variety of goods ranging from safety pins and cat litter to tights, fresh fruit and vegetables and delicious locally-baked bread and pastries. He also has a Yugoslavian wine called Tiger Milk but no one's had the courage to try it yet.

Tony's shop stands on one corner of the crossroads and opposite is the newsagent and sub post office but we will soon lose the counter because of Post Office cutbacks. There is also an electrical shop, hairdresser's, Sue Ryder charity shop and a small hardware store that stocks an amazing range of nuts and bolts. Mrs Thatcher's small shopkeepers are flourishing in Berkhamsted.

Alba, Tony's wife, runs the shop when her husband is away collecting supplies from the cash and carry. Their three young daughters also learn their arithmetic by serving and ringing up the till - a family



Tony and Alba Capozzi, top, run a corner shop in Berkhamsted, Hertfordshire - the service is the same as it was in the Victorian all-purpose store, above

concern it most certainly is and that was one of the attractions for Tony when he was made redundant from a paper mill.

He spent a short time working for the Water Board before finding a shop that he could afford and which he thought had potential. He has turned what was a rather dingy corner shop into a bright, lively place that also serves as something of a meeting place for the locals and as the proverbial gossip shop. Tony says that all kinds of people take their problems to him because "it's the only place where no-one will answer them back".

Heavily mortgaged, the long hours produce a narrow profit margin, he says. The shop is open from 8am-7pm six days a week and 10am-1pm on Sundays with around 1,000 customers a week each spending an average £1.50-£2, and Tony is looking forward to the day when the loans will be paid off and there will perhaps be more opportunities for relaxation. His goods are several pence

more expensive than the supermarkets in the town but there are few complaints from customers who recognise the value of having convenience on their doorstep. The biggest problem Tony and Alba faced when starting the business was getting the pricing right and were forced to reduce their prices until they found the right level.

He says the shop stocks almost as many lines as a superstore, the difference being that he usually sells only one brand of each commodity instead of the wide variety to be found on supermarket shelves. He continually tries new lines - the latest is smoked haddock - but generally three years' experience has shown up the kind of things customers will buy most often.

Tony says that he suffers, along with other small shopkeepers, for being at the mercy of his suppliers whose main concern is to service the large orders from supermarket chains. He claims that manufacturers sometimes sell below cost

to the supermarkets to ensure continuation of the big orders and then charge the small shopkeeper more to try and make up the shortfall.

With his Italian background, Tony thought that offering a range of continental foods would be popular but found that there were no suppliers prepared to work with him unless he guaranteed regular orders, something he was unable to do. A missed delivery by one of the large frozen food companies can also leave a big hole in his stocks.

Because of the difficulties of getting suppliers to deliver what to them are small quantities, Tony hitches a trailer to the back of his car and collects his own from two cash and carry warehouses in the area. Apart from some soft drinks and the bread and a few other small deliveries he collects all his own goods.

In addition to calling in to buy the things they have forgotten at the supermarket, he believes customers also regard patronising his shop as helping to perpetuate a service for the community. Without Tony it would certainly be difficult for the old folk in the area to bring their shopping up the steep hill from the town.

He went into the business because he had always wanted to be "my own boss. It's better than having to do things that other people tell you even when you know they are wrong." With his family around him at his place of work he is his own boss and proudly runs what he describes as the "forgotten shop" as in "I've forgotten to buy the sugar at the supermarket".

David Felton

Spending is at its highest level but competition is fiercer than ever

Image and style are the sellers

Retailing has always been a fast-moving and dynamic industry. The retailer who anticipates the changing market succeeds. Those slow to adapt struggle for survival.

Britain's retailers are now enjoying a boom with consumer spending at the highest levels ever achieved. But despite the outwardly healthy trends, retailers are increasingly aware that they are competing with each other in a saturated market.

Although volume sales have climbed steadily since the days of post-war austerity - from £5 billion in 1950 to more than £80 billion this year - the proportion of all consumer spending through shops has fallen by 14 per cent. Finding it difficult to sell more goods, retailers are increasingly selling service, image, and convenience instead.

Thirty years ago convenience meant the availability of practically everything the family might need in the local corner shop or in the High Street. But the common experience of British consumers now is that the decline in the number of small neighbourhood shops has left them less well-placed than their continental neighbours when it comes to buying the small necessities of life like haberdashery or satisfactory fresh foods close to home.

The major shake-up in the High Street has the discomforting effect for the consumer of frequently closing or changing the friendly local store. Price cutters with limited lines move in where before, perhaps, there was a store of a nationally known chain with a more comprehensive range of goods on offer.

Retailing has seen an unending series of takeovers of traditional High Street names, and the dissolution and restructuring of major groups. In some provincial high streets up to a third of the shops available for retailing (itself a number diminished by the still spreading incursion of non-retailing users such as building society offices) stand empty and disused.

Trading conditions are increasingly competitive and the trend has been away from the High Street to the out-of-town superstore. It is estimated that four-fifths of Britain's population now live within a 15-minute drive of at least two shopping centres.

The original shopping centres, developed in the late 1960s and early 1970s, relied largely on raw convenience for their attraction. They brought large numbers of retailers together under one rather functional roof, with basic car parking nearby.

Many now already need refurbishment or redevelopment, because they failed to

Price competitiveness used to be the order of the day, but now service, quality, atmosphere are all-important. The superstore is the correct way forward with many thousands of different product lines, facilities all on one floor, hundreds of car park spaces on one level?

IAN McLAURIN chairman and chief executive of Tesco

provide pleasant surroundings for browsing and spending. Statistics of hypermarket and superstore facilities depend somewhat upon whose definitions one adopts, but by most conservative estimates the number has doubled in the past five years. Through the 1980s, though, it is apparent that there has been a decline in the number of new superstores opening, but an increase in their size. The key multiple grocers still have extensive opening programmes planned.

A key factor in superstore development has been planning permissions, which were tardy in coming, especially in the South-east. Sir John Sainsbury, chairman of J. Sainsbury, has been impatient with the planners. He says they should not be deciding who competes with whom or whether the public needs another supermarket in their area. It is, he argues, not the public but the trader who loses if a new store is sited where there is no need for it.

Other retailers are competing vigorously to enlist the aid of designers in reshaping other shops. In a recent survey three-quarters of retailers claimed to have adopted a new store design format within the last two years. Half had changed their design within the past 12 months. The

life expectancy of such schemes is plainly low - as little as three years in the case of fashion shops - so what the convenience retailers look for in property design is something that can be easily changed to meet new requirements.

Retailers in Britain have also been slow to grasp the benefits of new computer and electronic technology. They were among the first to use large mainframe computers for central administrative functions such as accounts, sales analysis payroll and forecasting, but held back from heavy investment to computerize their stores.

"This, too, is changing. The cost of retail computer technology is said to have fallen by a third in the past three years, and the technologists are looking forward to 'explosive growth' for the rest of the decade.

The standardization of computer communications and development of networks specifically designed to make the easier to send computer signals around the country has brought the challenge of setting up electronic communications between head offices and

"Catering for the individual rather than a mass. You can specialize by product, lifestyle, pursuit, service or convenience. The specialist is like a surfer looking for ways to ride and getting off his board before he crashes on to the rocks."

RALPH HALPERN chairman and chief executive of the Barton Group

multiple retail outlets within the capacity of even cautious large retail organizations. Now more and more manufacturers are marking their products with internationally standardized code numbers which can be presented in machine-readable form. Laser-scanning checkouts, still a comparative rarity fitted in only some 300 supermarkets, are expected to become standard in large stores by 1990, when more than 4,500 systems are predicted to be in operation.

By recording sales information when a sale is made head office can see a precise and detailed picture of how the business is running. The benefits include up-to-the-moment stock control, less manual work and more time for staff control and attention to customers, and improved pricing accuracy.

Where previously retailers have concentrated their spending on their distribution centres and transport facilities and to service their new out-of-town sites and larger trading units, the new concern is likely to improve profitability, especially through the large-scale adoption of in-store computing.

But there is a risk that customers will become increasingly bewildered and alienated by future changes. As yet barely an eighth of the public claim ever to have heard of "electronic point of sale system" or "electronic funds transfer". There has been little progress with shopping-from-home systems which, though they should represent the ultimate convenience of armchair shopping, are perceived by consumers as hopelessly unreliable and unfamiliar.

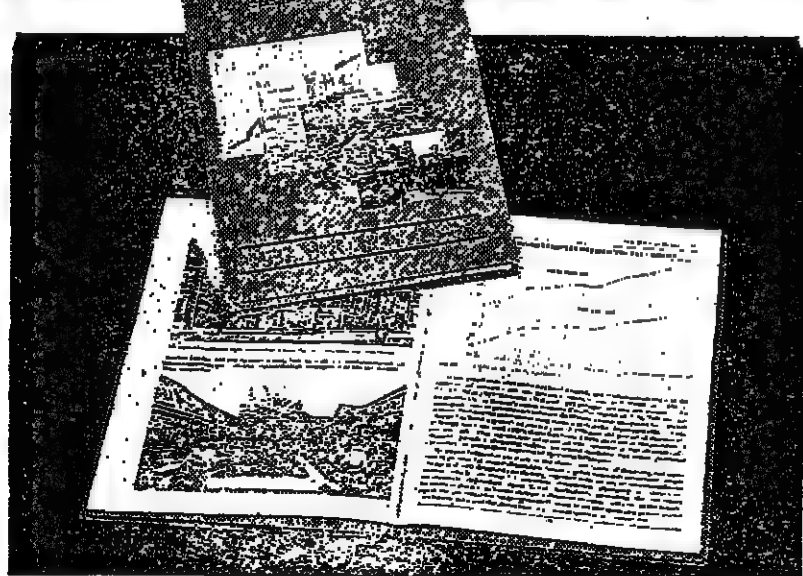
What consumers look for are lower prices and quicker service. Comparatively low on the consumer's shopping list is wider acceptance of credit cards, yet this is perhaps an indication of the folly of taking too much notice of what consumers say they want, rather than what they will speedily accept once it is offered.

The take-up of Marks & Spencer's new Chargecard has outstripped all expectations. It is the spurt in credit card spending which had defied analysts' predictions of a sluggish summer in the shops this year.

Expectation now is that increasing numbers of big retailers will follow the example of the small A. Goldberg department store group in Glasgow by extending the use of its in-house credit card services to specifically targeted other shops, in competition with Barclaycard and Access. As small shops are shown to be potentially profitable again, convenience shopping may once more be regenerated as something that people can enjoy close to home, in their own neighbourhood instead of a car-ride away.

Robin Young

The Retail Revolution



12 in-depth reports on the retail market.
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FOREIGN EXCHANGES

Financials suffered from the firmness of the dollar, partly because of the likelihood of favourable US economic statistics today.

STERLING SPOT AND FORWARD RATES			
Sterling rates		Market rates	
Bank's rates	day's rates	Market rates	
Oct 28/10	Oct 16/10	October 16	1 month
New York	\$1,028.10 / 1,410	\$1,028.55 / 1,410	0.040-0.41c prem
London	\$1,037.2 / 1,407.2	\$1,037.2 / 1,407.2	0.50-0.40c prem
Frankfurt	1,411.4 / 2,060.1	1,411.4 / 2,060.1	25-02c prem
Russia	7.14 / 76.57	7.50 / 76.57	25-02c prem
Paris	1,725.1 / 724.1	1,725.1 / 724.1	31-10c prem
Amsterdam	1,725.1 / 724.1	1,725.1 / 724.1	30-10c prem
Brussels	1,725.1 / 724.1	1,725.1 / 724.1	25-02c prem
Geneva	1,725.1 / 724.1	1,725.1 / 724.1	25-02c prem
Madrid	1,725.1 / 724.1	1,725.1 / 724.1	25-02c prem
Barcelona	1,725.1 / 724.1	1,725.1 / 724.1	25-02c prem
Valencia	1,725.1 / 724.1	1,725.1 / 724.1	25-02c prem
Seville	1,725.1 / 724.1	1,725.1 / 724.1	25-02c prem
Granada	1,725.1 / 724.1	1,725.1 / 724.1	25-02c prem
Malaga	1,725.1 / 724.1	1,725.1 / 724.1	25-02c prem
Cordoba	1,725.1 / 724.1	1,725.1 / 724.1	25-02c prem
Jaen	1,725.1 / 724.1	1,725.1 / 724.1	25-02c prem
Sevilla	1,725.1 / 724.1	1,725.1 / 724.1	25-02c prem
Granada	1,725.1 / 724.1	1,725.1 / 724.1	25-02c prem
Malaga	1,725.1 / 724.1	1,725.1 / 724.1	25-02c prem
Cordoba	1,725.1 / 724.1	1,725.1 / 724.1	25-02c prem
Jaen	1,725.1 / 724.1	1,725.1 / 724.1	25-02c prem
Sevilla	1,725.1 / 724.1	1,725.1 / 724.1	25-02c prem
Granada	1,725.1 / 724.1	1,725.1 / 724.1	25-02c prem
Malaga	1,725.1 / 724.1	1,725.1 / 724.1	25-02c prem
Cordoba	1,725.1 / 724.1	1,725.1 / 724.1	25-02c prem
Jaen	1,725.1 / 724.1	1,725.1 / 724.1	25-02c prem
Sevilla	1,725.1 / 724.1	1,725.1 / 724.1	25-02c prem
Granada	1,725.1 / 724.1	1,725.1 / 724.1	25-02c prem
Malaga	1,725.1 / 724.1	1,725.1 / 724.1	25-02c prem
Cordoba	1,725.1 / 724.1	1,725.1 / 724.1	25-02c prem
Jaen	1,725.1 / 724.1	1,725.1 / 724.1	25-02c prem
Sevilla	1,725.1 / 724.1	1,725.1 / 724.1	25-02c prem
Granada	1,725.1 / 724.1	1,725.1 / 724.1	25-02c prem
Malaga	1,725.1 / 724.1	1,725.1 / 724.1	25-02c prem
Cordoba	1,725.1 / 724.1	1,725.1 / 724.1	25-02c prem
Jaen	1,725.1 / 724.1	1,725.1 / 724.1	25-02c prem
Sevilla	1,725.1 / 724.1	1,725.1 / 724.1	25-02c prem
Granada	1,725.1 / 724.1	1,725.1 / 724.1	25-02c prem
Malaga	1,725.1 / 724.1	1,725.1 / 724.1	25-02c prem
Cordoba	1,725.1 / 724.1	1,725.1 / 724.1	25-02c prem
Jaen	1,725.1 / 724.1	1,725.1 / 724.1	25-02c prem
Sevilla	1,725.1 / 724.1	1,725.1 / 724.1	25-02c prem
Granada	1,725.1 / 724.1	1,725.1 / 724.1	25-02c prem
Malaga	1,725.1 / 724.1	1,725.1 / 724.1	25-02c prem
Cordoba	1,725.1 / 724.1	1,725.1 / 724.1	25-02c prem
Jaen	1,725.1 / 724.1	1,725.1 / 724.1	25-02c prem
Sevilla	1,725.1 / 724.1	1,725.1 / 724.1	25-02c prem
Granada	1,725.1 / 724.1	1,725.1 / 724.1	25-02c prem
Malaga	1,725.1 / 724.1	1,725.1 / 724.1	25-02c prem
Cordoba	1,725.1 / 724.1	1,725.1 / 724.1	25-02c prem
Jaen	1,725.1 / 724.1	1,725.1 / 724.1	25-02c prem
Sevilla	1,725.1 / 724.1	1,725.1 / 724.1	25-02c prem
Granada	1,725.1 / 724.1	1,725.1 / 724.1	25-02c prem
Malaga	1,725.1 / 724.1	1,725.1 / 724.1	25-02c prem
Cordoba	1,725.1 / 724.1	1,725.1 / 724.1	25-02c prem
Jaen	1,725.1 / 724.1	1,725.1 / 724.1	25-02c prem
Sevilla	1,725.1 / 724.1	1,725.1 / 724.1	25-02c prem
Granada	1,725.1 / 724.1	1,725.1 / 724.1	2

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OTHER STERLING RATES		DOLLAR SPOT RATES	
Argentina austral	1,1280-1,1300	Ireland	1,1530-1,1550
Australia dollar	0,2127-0,2127	Singapore	2,1430-2,1480
Bahian cruzeiro	6,5500-6,5540	Switzerland	2,4075-2,4085
Brazil cruzeiro	11,485-11,577	Australia	0,8958-0,8968
Cyprus pound	0,7920-0,8020	Canada	1,3705-1,3715
East African sh	1,1750-1,1150	Denmark	0,2225-0,2235
East German mark	21,85-20,21	Norway	0,8000-1,1000
Hong Kong dollar	10,9850-11,0005	Sweden	2,7200-2,7210
Indian rupee	16,85-17,12	West Germany	2,0225-2,0235
Japanese yen	4,1810-4,2090	Switzerland	2,2620-2,2625
Lebanese piastre (L.P.)	2,4656-3,4710	Netherlands	1,6700-1,6800
Mexico peso	50,40-56,10	France	1,6700-1,6800
New Zealand dollar	0,5900-0,5960	Japan	1,6700-1,6800
Omani Arabian riyal	1,340-1,347	Belgium (Cont)	54,74-54,24
Panama dollar	2,0164-2,0246	Hong Kong	7,000-7,000
South Africa rand	3,0854-3,0856	Italy	16,04-16,05
United Arab Emirates dirham	5,140-5,2040	Spain	162,75-163,00
		U.S.	1,00-1,00

Source: Bank of England, Bank of India, Bank of Korea, Bank of Japan, Bank of Spain, Bank of Sweden, Bank of Switzerland, Bank of the Netherlands, Bank of Belgium, Bank of France, Bank of Germany, Bank of Italy, Bank of Japan, Bank of Korea, Bank of the U.S., Bank of the U.K., Bank of the U.S., Bank of the U.K., Bank of the U.S., Bank of the U.K.

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Jly	£117.65	£97.50
Sep	£97.50	£97.50
Volume		459
Wheat		189
Barley		

0-438.0		
5-448.5		
24		
quiet		

0-438.0		
5-448.5		
24		
quiet		

LONDON MEAT FUTURES		
EXCHANGE		
Live Pig Contract		
	p. per kilo	Closes
Month	Open	112.0
Nov	104.0	
Jan	95.0	96.0
Feb	UNCL	97.0

585.50	Mar	100.0	100.0
707.50	Apr	100.0	100.0
3,450	May	100.0	100.0
steady	Jun	unc.	98.0
	Jul	unc.	unc.
990.00	Aug	unc.	unc.
735.00	Sep	unc.	unc.
240			Vol.5
steady			

	Ply megr	
	p. par kilo	
Month	Open	Close
Nov	119.0	118.4
Dec	120.0	102.0
Jan	114.5	104.4
Aug	101.5	101.3
Jun	100.9	100.4
Oct	108.7	108.0
		Vol.77

LONDON POTATO FUTURES			
	£ per score		
Month	Open		Close
Nov	64.00		65.20
Feb	67.00		67.00
Apr	77.50		78.00
May	83.70		84.80
			Vol.529

BALTIMORE PRESENT INDEX			
D.U.I. Freight Futures Ltd report			
	\$10 per hundred points		
	High/Low		Close
Oct 85	914.0-911.0		914.0
Jan 86	928.0-920.0		928.0
Apr 86	—		978.5
Jul 86	875.0-874.0		875.0
Oct 86	934.0-932.0		930.0
Jan 87	—		865.0
Apr 87	—		1055.0
July 87	—		—
Spot	\$66.5		

INVESTMENT

Yld	P/E	1985		Company
		High	Low	
2.8	..	288	251	Globe
4.2	..	248	292	Greenstar
3.8	..	276	220	Greenwich House
5.7	..	164	130	Higdon
3.4	..	257	226	HSI Corp.
0.8	..	540	443	Invest in Success
3.8	..	225	202	Int Cap
6.5	..	82	48	Japan Assets
9.5	..	187	137	Lake View

1971	1972	Law University
20	25	Law Merchant and
40	60	Law Trust

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1999, 2000, 2001, 2002, 2003, 2004, 2005, 2006, 2007, 2008, 2009, 2010, 2011, 2012, 2013, 2014, 2015, 2016, 2017, 2018, 2019, 2020, 2021, 2022, 2023, 2024, 2025, 2026, 2027, 2028, 2029, 2030, 2031, 2032, 2033, 2034, 2035, 2036, 2037, 2038, 2039, 2040, 2041, 2042, 2043, 2044, 2045, 2046, 2047, 2048, 2049, 2050, 2051, 2052, 2053, 2054, 2055, 2056, 2057, 2058, 2059, 2060, 2061, 2062, 2063, 2064, 2065, 2066, 2067, 2068, 2069, 2070, 2071, 2072, 2073, 2074, 2075, 2076, 2077, 2078, 2079, 2080, 2081, 2082, 2083, 2084, 2085, 2086, 2087, 2088, 2089, 2090, 2091, 2092, 2093, 2094, 2095, 2096, 2097, 2098, 2099, 2100, 2101, 2102, 2103, 2104, 2105, 2106, 2107, 2108, 2109, 2110, 2111, 2112, 2113, 2114, 2115, 2116, 2117, 2118, 2119, 2120, 2121, 2122, 2123, 2124, 2125, 2126, 2127, 2128, 2129, 2130, 2131, 2132, 2133, 2134, 2135, 2136, 2137, 2138, 2139, 2140, 2141, 2142, 2143, 2144, 2145, 2146, 2147, 2148, 2149, 2150, 2151, 2152, 2153, 2154, 2155, 2156, 2157, 2158, 2159, 2160, 2161, 2162, 2163, 2164, 2165, 2166, 2167, 2168, 2169, 2170, 2171, 2172, 2173, 2174, 2175, 2176, 2177, 2178, 2179, 2180, 2181, 2182, 2183, 2184, 2185, 2186, 2187, 2188, 2189, 2190, 2191, 2192, 2193, 2194, 2195, 2196, 2197, 2198, 2199, 2200, 2201, 2202, 2203, 2204, 2205, 2206, 2207, 2208, 2209, 2210, 2211, 2212, 2213, 2214, 2215, 2216, 2217, 2218, 2219, 2220, 2221, 2222, 2223, 2224, 2225, 2226, 2227, 2228, 2229, 2230, 2231, 2232, 2233, 2234, 2235, 2236, 2237, 2238, 2239, 2240, 2241, 2242, 2243, 2244, 2245, 2246, 2247, 2248, 2249, 2250, 2251, 2252, 2253, 2254, 2255, 2256, 2257, 2258, 2259, 2260, 2261, 2262, 2263, 2264, 2265, 2266, 2267, 2268, 2269, 2270, 2271, 2272, 2273, 2274, 2275, 2276, 2277, 2278, 2279, 2280, 2281, 2282, 2283, 2284, 2285, 2286, 2287, 2288, 2289, 2290, 2291, 2292, 2293, 2294, 2295, 2296, 2297, 2298, 2299, 2300, 2301, 2302, 2303, 2304, 2305, 2306, 2307, 2308, 2309, 2310, 2311, 2312, 2313, 2314, 2315, 2316, 2317, 2318, 2319, 2320, 2321, 2322, 2323, 2324, 2325, 2326, 2327, 2328, 2329, 2330, 2331, 2332, 2333, 2334, 2335, 2336, 2337, 2338, 2339, 2340, 2341, 2342, 2343, 2344, 2345, 2346, 2347, 2348, 2349, 2350, 2351, 2352, 2353, 2354, 2355, 2356, 2357, 2358, 2359, 2360, 2361, 2362, 2363, 2364, 2365, 2366, 2367, 2368, 2369, 2370, 2371, 2372, 2373, 2374, 2375, 2376, 2377, 2378, 2379, 2380, 2381, 2382, 2383, 2384, 2385, 2386, 2387, 2388, 2389, 2390, 2391, 2392, 2393, 2394, 2395, 2396, 2397, 2398, 2399, 2400, 2401, 2402, 2403, 2404, 2405, 2406, 2407, 2408, 2409, 2410, 2411, 2412, 2413, 2414, 2415, 2416, 2417, 2418, 2419, 2420, 2421, 2422, 2423, 2424, 2425, 2426, 2427, 2428, 2429, 2430, 2431, 2432, 2433, 2434, 2435, 2436, 2437, 2438, 2439, 2440, 2441, 2442, 2443, 2444, 2445, 2446, 2447, 2448, 2449, 2450, 2451, 2452, 2453, 2454, 2455, 2456, 2457, 2458, 2459, 2460, 2461, 2462, 2463, 2464, 2465, 2466, 2467, 2468, 2469, 2470, 2471, 2472, 2473, 2474, 2475, 2476, 2477, 2478, 2479, 2480, 2481, 2482, 2483, 2484, 2485, 2486, 2487, 2488, 2489, 2490, 2491, 2492, 2493, 2494, 2495, 2496, 2497, 2498, 2499, 2500, 2501, 2502, 2503, 2504, 2505, 2506, 2507, 2508, 2509, 2510, 2511, 2512, 2513, 2514, 2515, 2516, 2517, 2518, 2519, 2520, 2521, 2522, 2523, 2524, 2525, 2526, 2527, 2528, 2529, 2530, 2531, 2532, 2533, 2534, 2535, 2536, 2537, 2538, 2539, 2540, 2541, 2542, 2543, 2544, 2545, 2546, 2547, 2548, 2549, 2550, 2551, 2552, 2553, 2554, 2555, 2556, 2557, 2558, 2559, 2560, 2561, 2562, 2563, 2564, 2565, 2566, 2567, 2568, 2569, 2570, 2571, 2572, 2573, 2574, 2575, 2576, 2577, 2578, 2579, 2580, 2581, 2582, 2583, 2584, 2585, 2586, 2587, 2588, 2589, 2590, 2591, 2592, 2593, 2594, 2595, 2596, 2597, 2598, 2599, 2600, 2601, 2602, 2603, 2604, 2605, 2606, 2607, 2608, 2609, 2610, 2611, 2612, 2613, 2614, 2615, 2616, 2617, 2618, 2619, 2620, 2621, 2622, 2623, 2624, 2625, 2626, 2627, 2628, 2629, 2630, 2631, 2632, 2633, 2634, 2635, 2636, 2637, 2638, 2639, 2640, 2641, 2642, 2643, 2644, 2645, 2646, 2647, 2648, 2649, 2650, 2651, 2652, 2653, 2654, 2655, 2656, 2657, 2658, 2659, 2660, 2661, 2662, 2663, 2664, 2665, 2666, 2667, 2668, 2669, 2670, 2671, 2672, 2673, 2674, 2675, 2676, 2677, 2678, 2679, 2680, 26

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	90.5	101.6	+8.7	5.12
HERMES TRUST MANAGEMENT				
100, Victoria Road, London EC2E 4JF				
Assets	75.4		+0.8	5.00
Liabilities	42.8	48.0		3.30
Net Assets	32.6		-0.1	1.40
Income	25.7	24.0		0.60
Dividends	33.9	36.1		0.50
Reserves	30.0	32.0		0.30
Income	39.8	42.5		1.80
Dividends	37.9	39.9		1.70
Income	41.7	43.8		1.60
Dividends	73.8	78.4		2.10
HERMES TRUST				
100, Victoria Road, W1C 4JF				
Assets	85.5	88.6		1.18
Liabilities	53.3	50.4		0.38
Net Assets	32.2	38.2		0.80
Income	66.7	70.3		4.03
Dividends	161.8	172.1		4.03
ITALIA TRUST				
100, Strand, W1C 4JF				
Assets	191.6	200.5	+9.1	1.35
Liabilities	144.3	155.8	+0.8	5.30
Net Assets	47.3	44.7	-0.2	0.50
Income	53.1	57.0		1.12
Dividends	107.2	112.0		1.12
Income	49.8	53.8		0.40
ITALIA TRUST				
100, Strand, W1C 4JF				
Assets	183.1	189.0	+5.9	1.93
Liabilities	128.8	147.4	+8.3	3.50
Net Assets	54.3	41.6	-12.7	0.24
Income	102.0	117.0		0.24
Dividends	102.0	117.0		0.24
Income	151.7	168.8		1.63
Dividends	144.0	157.0		1.63
Income	94.0	98.0		0.30
ITALIA TRUST MANAGEMENT				
100, Strand, W1C 4JF				
Assets	324.4	345.1	+8.1	3.72
Liabilities	49.8	52.1	+1.1	1.08
Net Assets	274.6	293.0	+18.4	2.64
Income	54.8	58.1		0.48
Dividends	115.1	124.2		0.48
Income	144.7	157.0		1.08
Dividends	144.7	157.0		1.08
Income	65.0	68.1		0.72
Dividends	165.0	177.0		3.54
Income				0.72
ITALIA TRUST MANAGEMENT COMPANY				
100, Strand, W1C 4JF				
Assets	325.8	345.7		3.84
Liabilities	197.2	197.2		3.72
Net Assets	128.6	148.5		1.58
Income	202.8	208.0		1.58
Dividends	202.8	208.0		1.58
Income	202.8	208.0		2.72
Dividends	202.8	208.0		2.72

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	Intl	Dom	Chng	Ytd		Intl	Dom	Chng	Ytd
JAL-LONDON UNIT TRUST MANAGER									
London House, Colchester CO1 1TA									
Income Growth	94.4	88.6	-2.3	1.15	De Assent	115.1	117.2	-0.5	0.71
Income	145.1	137.0	-2.7	1.15	Australia	237.1	240.8	-0.3	0.28
Income	105.0	103.0	-0.2	0.28	Selected Opec Inc	47.7	50.5	-0.3	0.24
Income	105.0	103.0	-0.2	0.28	Western Europe	107.1	109.6	-0.2	0.24
Income	105.0	103.0	-0.2	0.28	Western Asia	43.1	45.9	-0.2	0.24
Income	105.0	103.0	-0.2	0.28	Western Europe	43.1	45.9	-0.2	0.24
Income	105.0	103.0	-0.2	0.28	Western Asia	43.1	45.9	-0.2	0.24
Income	105.0	103.0	-0.2	0.28	Western Europe	43.1	45.9	-0.2	0.24
Income	105.0	103.0	-0.2	0.28	Western Asia	43.1	45.9	-0.2	0.24
Income	105.0	103.0	-0.2	0.28	Western Europe	43.1	45.9	-0.2	0.24
Income	105.0	103.0	-0.2	0.28	Western Asia	43.1	45.9	-0.2	0.24
Income	105.0	103.0	-0.2	0.28	Western Europe	43.1	45.9	-0.2	0.24
Income	105.0	103.0	-0.2	0.28	Western Asia	43.1	45.9	-0.2	0.24
Income	105.0	103.0	-0.2	0.28	Western Europe	43.1	45.9	-0.2	0.24
Income	105.0	103.0	-0.2	0.28	Western Asia	43.1	45.9	-0.2	0.24
Income	105.0	103.0	-0.2	0.28	Western Europe	43.1	45.9	-0.2	0.24
Income	105.0	103.0	-0.2	0.28	Western Asia	43.1	45.9	-0.2	0.24
Income	105.0	103.0	-0.2	0.28	Western Europe	43.1	45.9	-0.2	0.24
Income	105.0	103.0	-0.2	0.28	Western Asia	43.1	45.9	-0.2	0.24
Income	105.0	103.0	-0.2	0.28	Western Europe	43.1	45.9	-0.2	0.24
Income	105.0	103.0	-0.2	0.28	Western Asia	43.1	45.9	-0.2	0.24
Income	105.0	103.0	-0.2	0.28	Western Europe	43.1	45.9	-0.2	0.24
Income	105.0	103.0	-0.2	0.28	Western Asia	43.1	45.9	-0.2	0.24
Income	105.0	103.0	-0.2	0.28	Western Europe	43.1	45.9	-0.2	0.24
Income	105.0	103.0	-0.2	0.28	Western Asia	43.1	45.9	-0.2	0.24
Income	105.0	103.0	-0.2	0.28	Western Europe	43.1	45.9	-0.2	0.24
Income	105.0	103.0	-0.2	0.28	Western Asia	43.1	45.9	-0.2	0.24
Income	105.0	103.0	-0.2	0.28	Western Europe	43.1	45.9	-0.2	0.24
Income	105.0	103.0	-0.2	0.28	Western Asia	43.1	45.9	-0.2	0.24
Income	105.0	103.0	-0.2	0.28	Western Europe	43.1	45.9	-0.2	0.24
Income	105.0	103.0	-0.2	0.28	Western Asia	43.1	45.9	-0.2	0.24
Income	105.0	103.0	-0.2	0.28	Western Europe	43.1	45.9	-0.2	0.24
Income	105.0	103.0	-0.2	0.28	Western Asia	43.1	45.9	-0.2	0.24
Income	105.0	103.0	-0.2	0.28	Western Europe	43.1	45.9	-0.2	0.24
Income	105.0	103.0	-0.2	0.28	Western Asia	43.1	45.9	-0.2	0.24
Income	105.0	103.0	-0.2	0.28	Western Europe	43.1	45.9	-0.2	0.24
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STOCK MARKET REPORTS

Blue chips takeover talk helps index to new height

By Derek Pain and Pam Spooner

Equities were again in exhilarating form yesterday with the FT-30 share index achieving another peak.

But trading was not particularly heavy and there was no stampede to buy. Occasional activity by institutional investors and some encouraging trading statements helped the market shrug off a cautious start.

Hawker Siddeley, the engineering group, had much to do with the advance. Ten per cent profits growth and a sharp dividend increase at the interim stage sent the shares, a constituent of the FT-30 share index, up 26p to 407p.

However, much of the progress was in response to takeover talk with the blue chips of the FT-30 index attracting particular attention.

With the more broadly based and therefore more representative FT-SE share index lagging behind its more widely known rival, there are signs that the market as a whole is at best edging higher with takeover froth forcing the FT-30 share index sharply ahead.

Hopes that interest rates will soon be cut are, however, only just below the surface and the confidence was high at DRG last night. The £33.4 million rights issue was reckoned to have been completed comfortably, putting the stationery and packaging group in a strong position to make the planned acquisitions. City approval of the shares was also apparent, the price up another 3p to 206p, well ahead of the 165p rights price.

market has adjusted to the stronger pound. The lack of any serious industrial unrest is another uplifting factor.

The FT-30 index finished 11 points higher at 1,035.9 points. Its previous peak set on Monday was 1,028.8 points. The FT-SE share index was 5.3 points better - it had spent the morning trading session on the downside - at 1,326.2 points.

Among leaders higher were Lucas Industries, which jumped 20p to 435p as he market awaited takeover developments. Allied-Lyons rose 6p to 276p after strong buying from one quarter, believed to be the company's broker, Cazenove & Co. Elders IXL, the Australian firm, is expected to declare its bid intentions on Monday.

Other leaders to progress

included Distillers and Grand Metropolitan. Plessey rose 4p to 138p on suggestions that it had secured the multi-billion dollar American Pharmigian defence contract.

But British Telecom remained dull on the OfTel price warning although many in the City believe it will be given Monopolies Commission clearance to press ahead with its Mtel acquisition.

Royal Bank of Scotland slipped 10p to 276p. Lloyds

Two of Britain's leading breweries have traded shares in Boddingtons' Breweries, the Manchester group. Whitbread has lifted its shareholding to just under 22 per cent, buying 2.1 million shares from the Bass brewing group. Bass acquired its "Boddles" interest when the Manchester group took over Higson's Brewery of Liverpool in the summer. Bass held about 12 per cent of Higson's capital. Whitbread has held a substantial interest in Boddingtons since the 1960s and is attempting to recover the dilution created by the Higson's deal.

Bank has, after all, sold enough shares - just over 14 million - to comply with the government requirement that it should cut its shareholding to 16.4 per cent. Lloyds gained 2p to 429p.

Hoare Govett, the broker, did the RBS business and was also instrumental in selling 25.5 per cent of Kennam Motor Group, the garage chain which is a leading BL dealer. The shares were unloaded by the Kuwait Investment Office which, some say, picked up the RBS shares.

Identity of the KMG buyer has not yet been revealed, but the market is convinced it is Mr Tom Brierley, the New Zealand born entrepreneur operating from Australia.

Mr Brierley has substantial interests in Britain including a controlling shareholding stake in Tozer Kemsley & Millbourn (Holdings) which has extensive garage interests. KMG shares jumped 20p to 150p on expectations that TKM will bid for the rest of the capital.

Hoare also handled one million British Aerospace shares and nearly as many British & Commonwealth, the

shipping group BAE was down 12p at 441p with the company's warning that foreign shareholders were getting near the 15 per cent level permitted by the articles of association worrying some investors. B&C was unchanged at 310p.

Share prices in the stores sector were on the move on a mixture of takeover reports and trading hopes. Superdrug is thought to be target for US-based bidders and the shares rose 20p to 488p.

Although present year figures are unlikely to be particularly strong, say £30 million - next year could see profits of about £130 million given the expected North American upturn and GA's strong transatlantic position.

Mr Hodges is not producing figures at this stage but believes GA could exhibit the greatest dividend growth of any UK composite over the 1985/87 period.

GA shares are at present more slowly rated against the sector than ever before and should be bought, he says.

Woolworths Holdings was another to advance after analyst attention. A presentation of the group's new store concepts

Shares in Bairstow Eves, the estate agent, received a lift yesterday from City talk of a takeover on the way. Lloyds Bank, which has a chain of property values and agents, and Hambros Bank are suggested as bidders. Bairstow shares were up 5p at 110p.

produced a string of buy recommendations and the shares responded with a 13p gain to 518p, a new peak.

Avana Foods saw its share price shiver after a mix up about its report and accounts. Copies did not reach the Stock Exchange as they should have done weeks ago and extra ones filtered through yesterday.

Their sudden reappearance reminded the market of this summer's disappointing profits news and the share price dipped to 568p.

By the close the price was back at 577p, but still 5p down on the day. Avana has seen a peak of 679p this year.

On the industrial pitches, Spar & Jackson rose 7p to 42p as the company strongly advised shareholders to leave alone the bid offer from James Neill Holdings.

pository Receipts, leaving spare stock available to any predator. Further, there are about 300 to 600 US shareholders in the stock, leaving the chances of one large single holding rather low.

General Accident, the insurance group, rose 12p to 639p as analysts continued to dream about next year's figures. Mr Paul Hodges at Laurie, Milbank & Co, the broker, has just returned from the United States and is convinced GA is heading for a sharp profit improvement.

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M & S may buy stake in retail development

By Judith Huntley
Commercial Property
Correspondent

Marks and Spencer, Britain's largest retailer, is considering taking an equity stake in the out-of-town development being undertaken by the Prudential Assurance Company at Cribbs Causeway in Bristol, Marks and Spencer and the Prudential are preparing detailed plans for phase two of the 650,000 sq ft retail park, which will include a 150,000 sq ft Marks and Spencer store.

If the retailer decides to participate financially in the development, it will be an innovative move because it normally buys its own freeholds or leases space in schemes. The size of the equity stake being considered is not known.

Marks and Spencer's first out-of-town store is to be at the Metrocentre in Gateshead, Tyne and Wear, being developed by Cameron Hall Developments and financed by the Church Commissioners and Royal Scot Leasing. The decision to go to Cribbs Causeway followed soon after and more out-of-town schemes are planned.

Marks and Spencer is also embarking on a £500 million expansion and refurbishment programme with almost £30 million being spent on extending and improving the store at M&S Arch on Oxford Street in London.

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Top profit earners in advertising

By Derek Harris
Industrial Editor

Saatchi & Saatchi, Ogilvy & Mather and J. Walter Thompson (UK) are for the second successive year rated as the top three profit earners among advertising agencies, according to the second annual survey by Spicer and Pegler.

CDP International, which showed the biggest operating profit growth, moved up from 16th to fourth place, with a 293 per cent increase.

Hedger Mitchell Stark & Partners (253 per cent) was the second fastest growing agency. Edman Communications, Connell May & Stevenson and Yellowhammer came close to 200 per cent.

The survey, covering the 50 biggest agencies, is based on accounting periods between December, 1983 and November, 1984. Some have since filed more recent accounts. Additionally, Saatchi's dominant position as the biggest profit-earner is overstated, the survey points out.

Advertising Agencies' Profitability: Second Annual Survey. Spicer and Pegler, Friary Court, 65 Crutched Friars, London EC3N 2NP (E45).

TEMPUS

Market delighted with Hawker improvement

The market let out an audible sigh of relief yesterday on seeing Hawker Siddeley's results. Dealers were expecting unchanged interim profits. When they saw a £5.4 million increase to £71.5 million before tax they promptly added 26p to the share price, taking it to 407p.

Though better than expected, the performance was still less than inspiring. Almost half the profit improvement reflected a partial resumption of orders from the National Coal Board, after the miners' return to work. The rest was from currency movements and higher interest payments from the growing cash pile.

The trading picture was mixed, with a downturn in diesel engines offsetting progress elsewhere. The electrical division once again seems to have made good progress in motors and contracting.

With the diesel business now recovering, the company is promising a better second half. Orders are up by more than 10 per cent since the start of the year. And by switching to average exchange rates as it has, Hawker should be less vulnerable to exchange rate movements. Without this accounting change, profits would have been £2 million lower in the first half.

For the full year the company should have no difficulty making £155 million, with some estimates much higher. On the most conservative assumptions the shares are trading at nine times earnings; they yield 4.3 per cent. This rating has now probably caught up with events. The company is unlikely to put up an above growth rate, unless its new friendly approach to the city heralds more aggressive trading.

The group does, however, have a number of promising businesses. In particular it stands to gain significantly if the aerospace industry stages a recovery, as this area accounts for £200 million of group turnover. In June Hawker bought an Australian aerospace supplier and more acquisitions could follow.

For the moment it looks as if any acquisitions will be small and select, with most of the growth coming from capital spending on existing businesses. After failing to acquire J. H. Fenner last year Hawker may not be too keen on contested takeovers of quoted companies. Yet, until it spends some of its £111 million-plus cash pile, the shares are unlikely to be substantially re-rated.

At this level the shares are trading at a small discount to the stores sector and, with a 14 per cent increase in dividend, they have superficial attractions. The greatest of these is the

though the attempts, the results have usually failed, in the end, to justify the optimism that BHS's efforts perennially generate.

The company is engaged in yet another assault on the massive middle ground of high street shopping. This appears to be the explanation for BHS sales virtually standing still in the six months to mid-September while other retailers are happily ringing up impressive increases.

In fact, BHS turnover was up by 7.4 per cent, from £243 million to £261 million but, stripping out 3 per cent to account for increased floorspace and inflation running at just over 4 per cent, the picture is less than jolly. Retail sales generally have been running about 9 per cent up on last year, before inflation.

Mr Denis Cassidy, chief executive, can see beyond the bare figures to the inevitable bright horizon. He explains that the stores have been moving from low margin volume to concentrate on selling more profitable lines. Women's outerwear and men's sweaters scored a big success with customers, and the full year figures should make this new orientation much clearer, he says.

The market wants to believe that BHS can vanquish the opposition this time, or at least provide it with decent competition, so it chose to gloss over the sales figures and look at BHS profits. Pretax, these were up from £15 million to £17.5 million, an increase of 16.9 per cent, the company boasted, and sufficient to improve the share price from 300p to 310p.

Although the company has been working hard on cutting costs and improving margins, the profits growth was not quite as impressive as that. There was a rise of £950,000 in property profits, which Mr Cassidy felt it fair to take above the line, offsetting them against opening costs for BHS's expansion plan.

There may be more property profits to come in the second half, which should help BHS reach the £70 million analysts are almost unanimously predicting. The future beyond that, however, is still uncertain.

By the end of this year about 42 per cent of BHS floorspace will be trading in its new livery, with the benefit of not one but three firms of consultants. There is not yet convincing evidence that the recipe is right. Certainly, in its notoriously difficult food department, BHS is still struggling to find the magic ingredients.

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speculation that Sir Terence Conran, again ready to snap up another slice of the high street, is looking at BHS. With his highly rated paper, it would not be a desperately expensive acquisition. But that is too much of a long shot to justify an investment.

Bejam

The chips were down for Bejam in 1984-85. After the increases of the previous year, the selling price of frozen chips fell and was largely responsible for the company's achieving overall food price increases of just 2 per cent in the year to June 29.

At a time when Bejam's overheads were rising at around 6 per cent, profits had to feel the bite. In the final analysis the company coped well with the difficulty and pretax profits increased to £19.2 million from £15.7 million. The figure was well in line with City estimates but Bejam's progress now seems so sure and steady that much of the excitement has gone out of the stock.

Volume growth was 5.5 per cent while such gains are achieved Bejam will continue to prosper. The company also has an aggressive store opening programme, new space accounted for 5.5 per cent of the sales increase in 1984-85, and 12 new stores are scheduled for opening before Christmas.

However, this year's performance will still be influenced by price inflation. Bejam expects that there will be an improvement in its margins. It has expected this year's performance and been proved wrong.

If the improvement does not come then the company may well see some erosion in its gross margin. This was held in 1984-85 largely by keeping fixed costs under tight control. As volume and the number of stores increase this will not be so easy to do in the present year. A further improvement in net margins, up from 5.8 per cent to 5.9 per cent, will then become much more difficult to achieve.

Bejam's cause has not been helped by a less than brilliant start to the year. As one of the country's largest ice cream retailers, selling perhaps £30 million worth a year, the poor summer has hit Bejam hard. The overall effect is not sufficient to depress the first half performance.

The impact on stock market sentiment has already been felt and there is muted talk of profiting on shares which have had a good run recently. They close down 3p at 182p yesterday, and there is little obvious reason why they should get much short term excitement. Better buying opportunities will arise in the New Year.

COMPANY NEWS

Duport interim profits jump

Pretax profits of Duport, which is based in Tipston, West Midlands, climbed by 61 per cent to £2.1 million in the half-year to July 31. This was achieved in spite of turnover falling by 9 per cent to £29.93 million.

The board explains that the improvement derives not only from the elimination of losses at Grovedown and New Garter Foundry, but also to improving trends in other parts of the group. This improvement has continued in the second half.

The interim dividend is being more than doubled - from 0.33p to 0.6p - but this is to reduce the disparity between payments. It will be paid on December 2.

● BARR AND WALLACE ARNOLD TRUST: The company has acquired the property, fixed assets and trading stocks of Gladstone Garage (York), which will now trade as an Audi and Volkswagen dealership, for £468,000 cash.

● SMITH, ST AUBYN: The company made a loss in the quarter to June 30, but a profit in the quarter to Sept 30. The result is a small loss for the half-year. Since Sept 30, a small profit has been made. An interim dividend of 0.3p (1.5p) is being paid.

● CARR BOYD MINERALS: The company is to float off its subsidiary Australian Ores and

Minerals, to accelerate the growth, development and "specialized" exploration activities of the group's airborne resource scanning systems.

● FARNELL ELECTRONICS: The company has bought 60 per cent of the issued capital of Eurotec Optical Films. The consideration was 666,667 ordinary shares. Arrangements have been made for the placing of these shares at 162p, to yield £1.08 million.

● JENNERS: For the half-year to July 31 with figures in £000, turnover (excluding VAT) was 8,195 (6,840), while the trading profit was 347 (107). An interim dividend of 10p (8p) is being paid on November 30.

More company news on page 25

● SPIRAX-SARGO ENGINEERING: For the half-year to June 30, with figures in £000, turnover was 39,831 (37,367), while the pretax profit was 6,504 (5,823). Earnings per share were 5.4p (5.3p). An interim dividend of 1.5p (1.33p) is being paid on Dec 6.

● UNITED PARCELS: For the half-year to July 27, with figures in £000, turnover was 44,122 (31,126), while the pretax profit was 3,247 (3,531). Earnings per share were 3.4p (3.3p). An interim dividend of 0.9p (0.8p) is being paid on Nov. 21.

● ELSCO HOLDINGS: For the half-year to June 30, with figures in £000, turnover was 25,644 (19,687), while the pretax profit was 2,203 (1,755).

Earnings per share, 9.9p (9.3p). A final dividend of 2.7p (2.5p) is being paid on Jan. 3, making a total of 3.7p (3.5p).

● AIR CALL: For the half-year to June 30, with figures in £000, turnover was 19,262 (14,998), while the pretax profit was 238 (633). Earnings per share were 2.36p (0.07p). An interim dividend of 1.85p (1.85p) is being paid on Nov 29.

● HOUSE OF LEROSE: For the half-year to June 30, with figures in £000, turnover was 9,218 (9,548), while the pretax profit was 312 (225). Earnings per share were 2.9p (2.5p). An interim dividend of 3p (3p) is being paid on Dec 6.

● MUNICIPAL PROPERTIES: For the half-year to June 30, with figures in £000, rents received were 221 (240), while the pretax revenue was 190 (151).

● HELM OF LONDON: For the half-year to June 30, with figures in £000, turnover was 10,254 (8,561), while the pretax profit was 624 (382). Earnings per share were 1.1p (0.7p). An interim dividend of 0.50p (0.37p) is being paid on Dec 31.

● CARLTON INDUSTRIES: For the half-year to June 30, with figures in £000, turnover was 65,281 (65,011), while the pretax profit was 6,682 (5,853). Earnings per share were 12.9p (13p). Carlton is a subsidiary of Hawker Siddeley. Invergon Distillers (Holdings), a subsidiary, is to acquire the Scotch whisky interests of Scottish & Newcastle Breweries for about 3.4 million new shares in Invergon and £13.5 million in cash.

APPOINTMENTS

ICI Japan president is named

ICI: Dr William F. Madden is to be president of ICI Japan. He will take over as president from Dr Stanley A. Ridgwell on January 1, 1987. Dr William A. Madden is to become chief executive of Coopers Animal Health on January 1, 1986 and Mr Peter W. Cunliffe will join the Coopers board on that date.

Park Royal Enterprise Trust: Mr Aasel Harris becomes chairman. He succeeds Mr R. L. T. Jones.

Rediffusion: Mr Cranley Owsen MP has been appointed a director of Rediffusion and of the subsidiary, Rediffusion Radio Systems.

Manchester Chamber of Commerce and Industry: Mr Simon Sperry is to become chief executive.

Control Risks: Mr Roy Mills joins the board.

Powell Duffryn Wagon Co: Mr John C. Dymock and Mr David Hughes have joined the board as works director and engineering director respectively.

Association of Pensioner Trustees: Mr David Johnson has been appointed chairman.

TA Group: Mr Geoff Barbour has been made managing director of TA Communications, a new company.

Glaxo Pharmaceuticals: Mr John V. Burke is to become managing director. He succeeds Mr Bernard D. Taylor, who remains as chairman and will become chief executive of Glaxo Holdings in February.

NFC Property Group: Mr John Emery becomes director of Estates (South) and Mr John Howell, director of Estates (North).

Market Assessment Publications: Mr Woolf van Silver has been appointed marketing director.

RECENT ISSUES

A M S Industries 5p Oct (95)	70
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Bellini 10p Oct (185) (1)	128-2
C C A Galleries 10p Oct (90)	100
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St Tree Group 10p Oct (137)	408-3

NEW INTEREST RATES

House Mortgage Rate
Midland Bank announces that, with effect from Friday 1st November 1985 its House Mortgage Rate will decrease by 0.5% to 13.00% per annum. APR 13.7%.

Midland Bank
Midland Bank plc, 27 Poultry, London EC2P 2BX

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It's easier to cut through foreign paperwork when there's help close to home

That's why NatWest are extending their network of International Banking Centres throughout Britain. Staffed with specialists in foreign business problems, they offer fast, financial advice to local businesses of all sizes. Face to face, not just over the phone.

And you can get immediate handling of documentary credit and other foreign business, to help secure prompt payment.

For more information, contact your local NatWest branch or any of the NatWest International Banking Centres listed below.

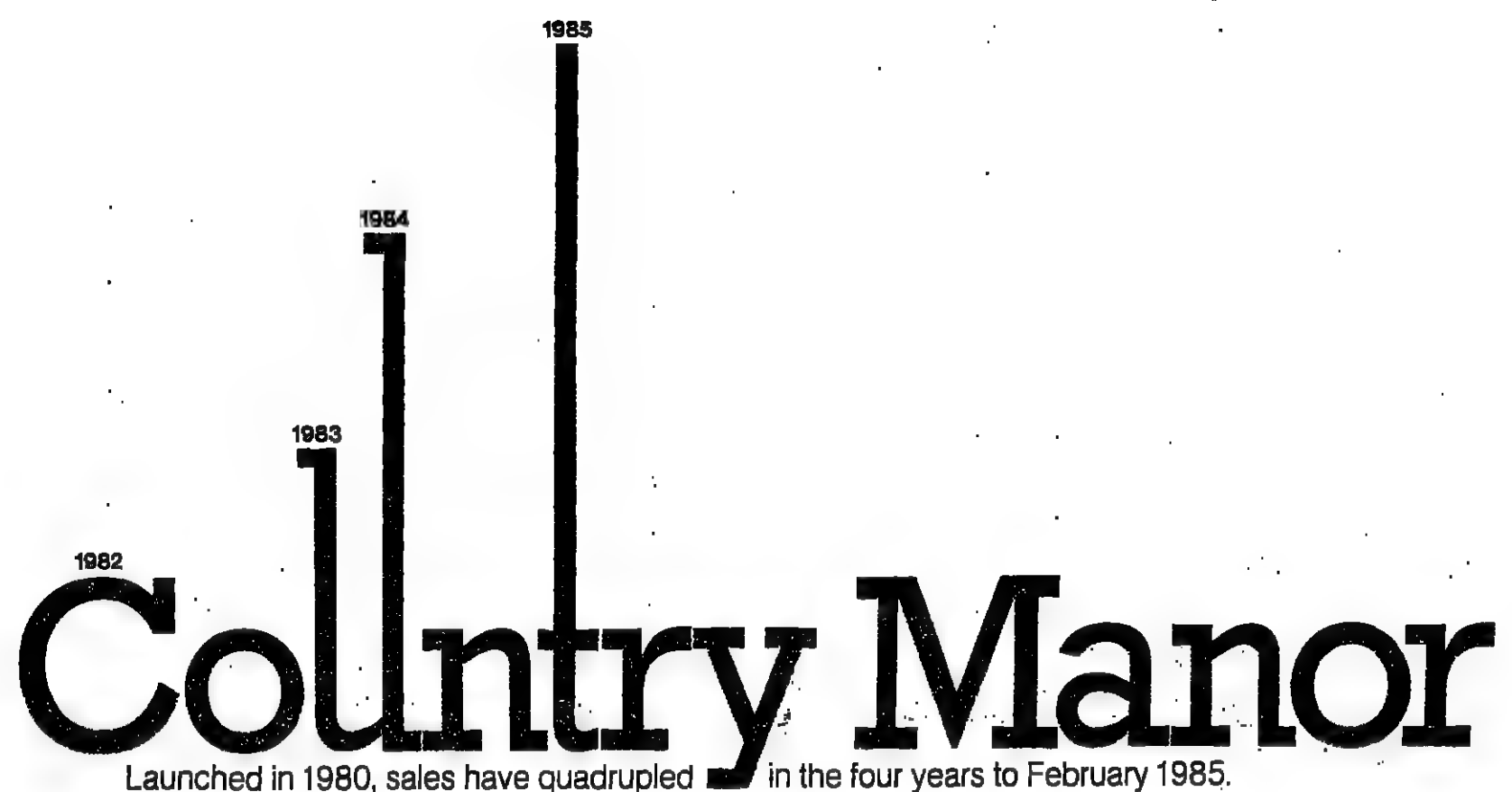
Birmingham, Bristol, Edinburgh, Leeds, Liverpool, London (Overseas Branch), Manchester, Nottingham, Redhill, Sheffield, Slough and now Telford.

NatWest International

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Gaymer's Olde English

Sales of our keg cider have nearly quadrupled in the four years to December 1984.



Launched in 1980, sales have quadrupled in the four years to February 1985.



Launched 16 months ago, it is the fastest growing major brand of lager in Britain.



Exports to Canada have tripled in value in the five years to February 1985.

مكزامن الأصيل

Grants of St James's

The country's leading shipper of wine has doubled the value of sales in the five years to February 1985.

Tetley bitter

UK's biggest-selling bitter has quintupled take-home sales in the four years to Dec. 1984.

Embassy Hotels

Trading profit has increased over six times in the three years to February 1985.

Allied-Lyons

In the five years up to February 1985, our pre-tax profit rose from £112m to £219m.

THE TIMES Portfolio

From your Portfolio card check your eight share price movements. Add them up to give you your overall total. Check this against the daily dividend figure published on this page. If it matches you have won outright or a share of the total daily prize money stated. If you are a winner follow the claim procedure on the back of your card. You must always have your card available when claiming.

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39	Deasney and Stores	100	0	0	0	0
40	Deasney and Stores	100	0	0	0	0

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Weekly Dividend

Please make a note of your daily totals for the weekly dividend of £40,000 in today's newspaper.

MON TUE WED THU FRI SAT SUN

BRITISH FUNDS

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SHORTS (Under Five Years)

1985 High Low Company Price Chg Div Yld P-E

FIVE TO FIFTEEN YEARS

1985 High Low Company Price Chg Div Yld P-E

OVER FIFTEEN YEARS

1985 High Low Company Price Chg Div Yld P-E

UNDATED

1985 High Low Company Price Chg Div Yld P-E

INDEX-LINKED

1985 High Low Company Price Chg Div Yld P-E

PROSPECTIVE REAL REDEMPTION YIELD ON PROTECTED INFLATION RATE (RPI) OF 10.5% AND 10.0%

BREWERIES

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BANKS DISCOUNT HP

1985 High Low Company Price Chg Div Yld P-E

ELECTRICALS

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INDUSTRIALS A-D

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DRAPERY AND STORES

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CINEMAS AND TV

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CHEMICALS, PLASTICS

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FOODS

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HOTELS AND CATERERS

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INDUSTRIALS E-K

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PROPERTY

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PAPER, PRINTING, ADVERT'G

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OVERSEAS TRADERS

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OIL

1985 High Low Company Price Chg Div Yld P-E

STOCK EXCHANGE PRICES

Another new peak

ACCOUNT DAYS: Dealings Began, Oct 14. Dealings End, Oct 25. Contango Day, Oct 28. Settlement Day, Nov 4. Forward bargains are permitted on two previous days.

1985 High Low Company Price Chg Div Yld P-E	1985 High Low Company Price Chg Div Yld P-E
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BUILDING AND ROADS

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COMMERCIAL PROPERTY

Shopping centres look at funfair attractions

By Judith Huntley

The Romans provided their citizens with bread and circuses, a philosophy which will strike a chord with today's retail developer.

The "bread" has always been provided but as the dividing line between shopping and leisure grows ever finer, the "circuses" are becoming an integral part of retail development. If the Canadian experience is anything to go by, the two are already combined in some developments, a trend which is about to cross the Atlantic.

Mr John Hall, the chairman of Cameron Hall Developments which has successfully developed and funded the £150 million Metro Centre in Glasgow, is considering using the Canadian designers to add family leisure activities to his scheme. Two such projects have been put into shopping malls in Canada with varying degrees of success.

West Edmonton Mall, the world's largest shopping scheme at 5 million sq ft developed by four Iranian brothers at a cost of Can \$950 million (£492.22 million) has a Fantasyland within the centre. The interior of the mall is taken up by dolphins, mini-submarines and other such attractions.

But a more likely model for British developers, at least in the view of those on the Centre for Advanced Land Use Studies' tour of North America, is the Woodbine Centre close to Toronto.

There the same designers have built a children's funfair integrated with the retailing facilities but not located within the malls. It has Disneyland-type shop fronts around the ferris wheel and carousel which house food and children's shops.

The Woodbine Centre has been developed by Cadillac-Fairview, one of the largest North American developers, and Markborough Properties, the development arm of the International Thomson Organisation, based in Ontario. Thomson owns The Bay department store, one of the scheme's anchor tenants, through its acquisition of the Hudson Bay Company.

The developers have taken the brave step of allocating nearly 50,000 sq ft of space in the 600,000 sq ft of lettable retail space at Woodbine to the children's leisure area.

Cadillac-Fairview says that the space given over to the Disneyland-type operation has effectively been written off. The rest of the retail space has to pay for it. But it hopes to recoup the cost of the rides and staffing from the charges it makes. The food and retail outlets in that area appear to be trading well.

But several observers in Canada seem to disagree. They found against the Greater London Council, which appealed against the decision by the High Court that Hammersmith and Fulham Council was entitled to give Bredero detailed planning permission to develop the Island site with London Regional Transport.

The court awarded costs to Hammersmith and Fulham

to the north giving the developer an enormous potential catchment area.

Hammersmith pipped other developers to the post in acquiring the 2,000 acres at Mississauga site from Mascon, the Canadian property group. It was a coup for a British developer then unknown in Canada. The company beat Cadillac-Fairview and Langdon, among others, in the competition to pick up the Mascon properties.

Hammersmith acquired a very rundown shopping centre, Square One, in the deal, which gives it the chance to greatly enhance its value by a modest refurbishment with potential for expansion.

Mr Sydney Mason's nose for a good tax deal came to the fore in the £47 million Mascon deal. The tax losses acquired are being used to offset liability on sales from the Rank Organisation's Canadian portfolio which Hammersmith bought for £59 million at the beginning of the year.

One message which came through loud and clear from seeing North American shopping centres was the high quality of management. The developer/owner's life is made much easier there than in the United Kingdom because tenants are not sheltered by the Landlord and Tenant act. This gives the owner, in a strong market, the power to manage his centre aggressively to produce most income.

Shopping centres in the US and Canada are regarded as corporate businesses first and property investments second. This is quite the reverse of the situation in the United Kingdom.

The financing of schemes, the high development and land costs and the totally different leasing structure in Britain operate against the degree of flexibility and rapid adaptation in North America. But it must be said that British retailers would close stores on the kind of turnover per sq ft seen across the Atlantic, where returns on capital can be as high as 15 per cent.

Court approves Dutch £70m office scheme

The Court of Appeal has approved plans by Bredero, the Dutch developer, to develop a £70 million scheme with 420,000 sq ft of offices at Hammersmith's Island site in west London. The Appeal Court judges, Lords Justice O'Connor and Glidewell and Sir Edward Eveleigh, found that there was no objection to Hammersmith and Fulham Borough Council considering and approving Bredero's scheme if it was right to do so.

They found against the Greater London Council, which appealed against the decision by the High Court that Hammersmith and Fulham Council was entitled to give Bredero detailed planning permission to develop the Island site with London Regional Transport.

The court awarded costs to Hammersmith and Fulham

council and the developer against the GLC. The GLC attempted to take the fight to the House of Lords but was refused by the judges.

Mr Allan Chisholm, managing director of Bredero, said that final negotiations are being completed between his company and the council.

Arlington Securities has raised £5 million through de Zoete & Bevan, the broker, in a private placing with existing and new shareholders. The money will be used to maintain the company's development programme, particularly of business parks, in which Arlington made its name.

The company was due to come to the stock market this year but flotation plans have been postponed until next year at least, depending on the state of the market.

TENNIS

Davis Cup draw gives Britain home advantage against Spain

By Rex Bellamy, Tennis Correspondent

Britain will be at home to Spain, from March 7-9, in the first round of the 1986 world team championship for the Davis Cup. Paul Hutchins, their manager, could hardly believe his luck when the draw was made yesterday in Shepherd's Bush hotel, round the corner from the Vanderbilt Club, where Annabel Croft and Virginia Wade had beaten the world doubles champions, William Boone and Randall Crawley, by 6-3, 2-6, 7-2, the previous evening, in a tense challenge match (tennis, that is), between distinguished club members.

Britain's tennis teams cannot be regarded as serious contenders for world titles, especially the men's and, consequently, need all the luck they can get. In drawing Spain, Britain fared better than the three other teams promoted to the first division, officially known as the World Group. The three relevant ties will be Mexico v West Germany, New Zealand v Australia, and Denmark v Sweden. The promoted teams, named first, all have choice of venue, though that may not be worth much. Germany and Sweden have yet to contest this year's final.

Drawing Spain was Britain's first piece of luck. A second, equally important, is that this will be Britain's seventh consecutive home tie since Australia beat them at Adelaide in March, 1983. Spain are not the power they used to be, and were beaten on their best surface, shale, when Britain last played them, in Barcelona in 1982. Britain lead Spain 7-5 overall.

The first Davis Cup tie Spain played was at Hendon in 1921, when Britain beat them 4-1.

Formidable teams are sometimes caught up in the promotion and relegation traffic. The nations relegated to next

Wild, wild women

Virginia Wade and Anne Hobbs are the two wild cards to take part in the \$175,000 Prety Polly Championship at Brighton on October 20-27.

BASEBALL

Royals level the series

Toronto (Reuters) - George Brett put the Kansas City Royals ahead to stay with a home run as they beat the Toronto Blue Jays 5-3 on Tuesday night to force a seventh and deciding game for the American League Championship Series.

With the score at 2-2 in the fifth inning, Brett stroked a towering fly ball that barely cleared the fence in right centrefield. It was his third home run of the series and his ninth in his championship games.

The light-hitting shortstop, Budd Biancalana, helped provide some breathing room for the Royals in the sixth with a run-scoring double to

right centre, before scoring on Lonnie Smith's double.

The veteran, Hal McRae, who had three hits for the game, drove in the first two Royals runs, with a first-inning single and a double in the third.

Toronto matched the score at the earliest opportunity. Damaso Garcia, after a lead-off double, scored in Rance Mullins's double-play ball in the first. Lloyd Moseby's grounder brought home Tony Fernandez.

The winners of the series will meet the National League championship winners in the World Series.

GOLF: NIGERIAN MEETS BALLESTEROS IN DUNHILL CUP



Marsh (above) and Graham at loggerheads down under but teammates here

Hoping to bring the Dunhill Cup alight: Ballesteros (right) who leads Spain

Big-named draw for Akakasiaka

By Mitchell Platts

Peter Akakasiaka, of Nigeria has about as much chance of beating Seve Ballesteros in the Dunhill Cup, which starts at St Andrews today, as most people have of pronouncing his name correctly.

Even so, the curiosity value of their confrontation is likely to provide more entertainment than the majority of the first-round matches, which involve the 16 nations assembled for the most lucrative golf tournament to be staged on British soil. It has a prize fund of £750,000.

The United States, Scotland, Japan, Spain and Australia are expected to topple France, Brazil, the Philippines, Nigeria and Hong Kong respectively with the ease that Nelson dumped Cowdell on the canvas last week. This leaves three matches in the balance, with Canada more likely to beat New Zealand than Wales are to overcome Taipei or England to beat Ireland.

Akakasiaka, aged 37, may have won 15 tournaments in his native Nigeria, but he confesses that the biggest thrill of his life will come when he stands next to Ballesteros

today on the first tee at the renowned moors of the game. "It's beautiful here and it is history for me just to play the Old Course", Akakasiaka said. "I will not be overawed, just happy and greatly honoured to be playing the best golfer in the world. It will be good for me, and my country win or lose."

The coincidence is that Akakasiaka began his golf career in fairly similar circumstances to Ballesteros, who struck his first shot, aged seven, with a club fashioned from a rusting three iron head hand-knitted into a stick acting as a shaft.

Akakasiaka, who like the Spaniard once caddied for 50p per round for pocket money, used an axe to carve himself a "set" of three clubs from the branches of trees, and he insists that he once scored a five under par round of 57 with them.

Later he used a regular three-iron to consistently record sub-par scores. To Akakasiaka, the huge coloured greens of the Old Course must seem strange after the browns - a mixture of sand and oil - on which he has putted for most of his life.

Ballesteros, however, will find the greens different from those on which he won the Open on this course last year. Following such a wet summer, the putting surfaces are far more receptive, although the greens staff have prepared them with such skill that holding out will remain a teasing and tormenting examination.

In normal head-to-head contests Ballesteros would be a firm favourite to bring a premature end to his match out in the country, but as this tournament is being decided by medal matchplay, the amiable Akakasiaka will at least have the chance to play the infamous 17th hole, then the 18th as the sun sets on the "Auld Grey Toon".

Compl. the bookmakers, are prepared to offer \$5,000 to one against Nigeria's three-man team returning home with the first prize of £225,000, although they are not so generous with Spain (9-4), whom they regard as the favourites, ahead of the United States, whom the organizers have installed as first seeds.

Two of the Australian team, Graham Marsh and David Graham, despite being at loggerheads over appearance money in their native country will be playing, while the third member, Greg Norman, confesses that he is fortunate to be alive following a water skiing accident in which he lost three teeth and had 30 stitches inserted in a mouth wound.

FIRST ROUND PAIRINGS

NEW ZEALAND v CANADA: R Charles v D Bert F Noddy v J Anderson; S Riese v D Halderson.
USA v FRANCE: R Floyd v M Taylor; M O'Meara v S Pescoscatto; C Grange v G Watson.
PHILIPPINES v JAPAN: J Rana v J Aoki; S Sogawa v M Kunitake; M Sogawa v A Kari.
HONGKONG v AUSTRALIA: A Tieg v B Norman; L Parker v G Marsh; Yui Sui v G Graham.
SCOTLAND v BRAZIL: S Lyle v R Naverre; G Brand v J Donatoni; S Tennant v P Ewing.
ENGLAND v IRELAND: H Clark v C O'Connor; Jm N Fido v D Fennell; P Way v D Smyth.
TAIWAN v WALES: T C Chen v J Woodman; Lih Huan Lu v D Llewellyn; T Chen v P Fells.
NIGERIA v SPAIN: P Akakasiaka v S Ballesteros; C Okun v M Pevero; T Udomvorn v J-M Canizares.

More golf, page 28

FISHING

LIVE TV COVERAGE ON CHANNEL 4

Miscasting on a whale of a scale

By Conrad Voss Bark

Sympathy to the producer and programme staff of *Fished* BBC's latest effort to make television fishing interesting. This one concentrates on international competitive coarse fishing, which, is not on the whole the more exciting of outdoor sports, except to those taking part in it, who clearly dislike being interrupted by interviewers with microphones as they crouch over their roach pole or reel in the occasional miniature bream. The interviewers do their best.

Ah, here we are at Peg Two, a wonderful fisherman and a most likely winner. Peg Two, I said you were a most likely winner. Arrrh. You've changed to casters. Arrrh. You prefer them to maggots. Arrrh. You've got a good chance with casters. Arrrh. And you've ground baiting. Arrrh. You've got into a shoal. Arrrh. Well, good luck, Peg Two, as I said before, you're a most likely winner.

And now here's Peg Three. I say, Peg Three, I see you've changed to maggots. Arrrh. You think that'll make you a most likely winner. Arrrh. Oh Lord.

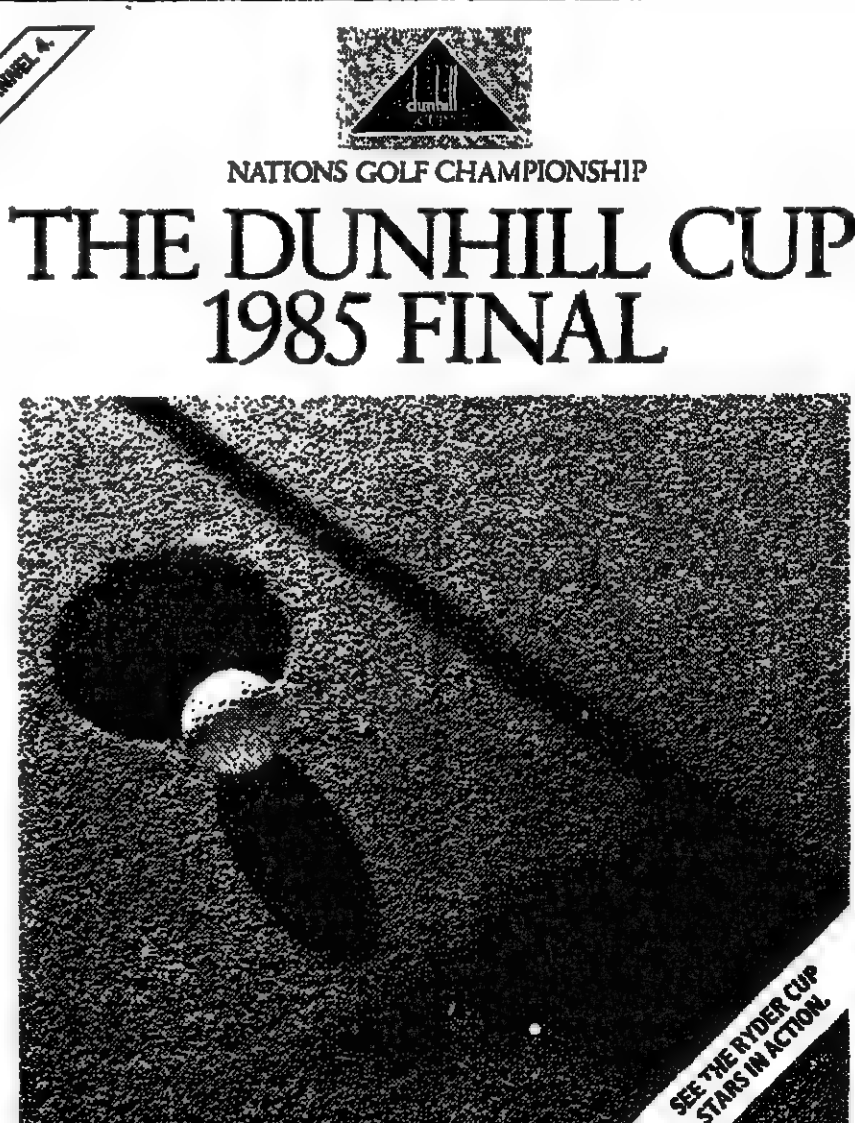
The programme planners have had enough of that sort of thing, so the new formula is to break it up with a celebrity spot. Half-way through we are switched to a famous film actor or snooker player who is taken out in a boat fly fishing. We see them sitting up in the boat as it drifts over the lake, casting away, trying to catch a fish while the interviewers who are also casting away, pass personal questions about their private lives. What did you think of Jim Davis? How did you get on with Mae West?

Celebrity spots on drifting boats are not all that successful. Just as we are about to hear about Mae West or Jim Davis, one is distracted by the celebrity's distressful lack of fly-casting technique.

The snooker player was a beginner. Two men dressed him in waterproofs before he got into the boat, shoved a rod in his hands and told him something; that he didn't need to be much of a caster. He did his best, poor man, but at the end of it all he asked, rather plaintively: "Is this fishing?" No, mate, sorry, it wasn't.

New squash body

The World Squash Council, a new body that will concern itself with the development of a men's tournament circuit, should be ready to begin operations in January.



ST. ANDREWS - SCOTLAND - OCTOBER 17-20

The scene is set for the most prestigious Golf tournament to hit the professional circuit in over a decade. St. Andrews' Old Course plays host to the world's finest tacticians, each chasing a share of the biggest money prize in golfing history - US\$1.2 million.

With 16 nations, each represented by a 3 man team, competition for the Dunhill Cup promises to be nothing short of explosive.

Leading the charge for Scotland are British Open Champion, Sandy Lyle and Ryder Cup sensation, Sam Torrance. And Seve Ballesteros will be hoping to emulate his 1984 performance over the toughest holes in golf and help secure the Cup for Spain.

Other competitors read like a golfing roll of honour: Australia's David Graham and Greg Norman, America's Ray Floyd and Curtis Strange, England's Nick Faldo and Paul Way, Isao Aoki of Japan and Liang Huan Lu of Taiwan.

The Dunhill Cup, staged by Alfred Dunhill Ltd., the leading name in luxury fashion and accessories for men, takes place over four days with the Final on Sunday October 20th.

And may the best team win.

FASHION AND ACCESSORIES FOR MEN



COMPANY NEWS

● V. W. THERMAX: For the year to June 30, with figures in £000, turnover was 3,368 (6,218), while the pretax loss was 20 (profit, 2,010). Earnings per share 0.2p (13.1p). A final dividend of 1p (13.25p) is being paid making a total of 1p (13.25p).

● U.E.L. For the half-year to July 31, with figures in £000, turnover was 42,615 (36,336), while the

pretax profit was 5,710 (4,607). Earnings per share were 6.5p (5.1p). An interim dividend of 2p (5.1p) is being paid.

● MEDMINSTER: For the year to June 30, with figures in £000, the pretax profit was 465 (492). Earnings per share were 14.14p (19.32p). A final dividend of 3.4p (3.1p) is being paid on Jan 6, making a total of 5.35p (4.85).

● HORACE CORY: For the half-year to June 30, with figures in £000, turnover was 2,955 (2,784), while the pretax profit was 46 (520). Earnings per share were 0.16p (1.42p restated). An interim dividend of 0.2p (0.4p restated) is being paid on Nov 15.

● BRITANNIA GROUP: For the year to June 30, with figures in £000, sales were 5,537 (4,323), while the pretax profit was 731 (532). Earnings per share, net basis, 5.85p (6.9p). A final dividend of 0.75p (nil) is being paid, making a total of 1.25p (nil).

● GOODWIN: For the year to April 30, with figures in £000, turnover was 7,049 (5,779), while the pretax profit was 124 (247). Earnings per share, 0.80p (2.85p). A final dividend of 0.6p (0.6p) is being paid on Nov 14, making a total of 3.60 (0.6p).

● LONDON AND EDINBURGH TRUST: The company has acquired 51 per cent of Burlington Insurance Services for £1.46 million in shares. A further consideration of £800,000 may become due, depending on profits.

● CONSOLIDATED VENTURE TRUST: With figures in £000, gross pretax income for the six months to July 31 was 233.5 (160). Tax was 12 (22) and basic earnings per share were 0.712p (0.415p).

● ELSWICK-HOPPER: For the half-year to July 31, with figures in £000, turnover was 14,501 (14,838), while the pretax loss was 194 (loss 288). Losses per share were 0.73p (loss 0.76p).

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C. Hoare & Co	11 1/4%
Lloyds Bank	11 1/4%
Nat Westminster	11 1/4%
TSB	11 1/4%
Citibank NA	11 1/4%

† Mortgage Base Rate.

RACING: WILDENSTEIN INTRODUCES "NEW ELEMENT" AT PARIS INQUIRY

French stewards postpone decision on Arc appeal

From Desmond Stoneham, Paris

The final result of the Truisthouse Fort, Prix de l'Arc de Triomphe which was run on October 12 will not be known until early tomorrow afternoon. After a two and a quarter hour appeal, which was heard at the offices of the Société d'Entente des Jockeys (French jockey-club) yesterday morning, the disciplinary stewards stated that they would require a further 48 hours to review the case.

At the end of the hearing a grim-faced Jeremy Tree, the trainer of Rainbow Quest, who was awarded the Arc said: "I have nothing to say. You must wait another 2 days." Pat Eddery, the winning jockey repeated the same words.

On the other hand Daniel Wildenstein and his entourage appeared to be optimistic about the final result. Mr Wildenstein, the part owner of Sagace, who was disqualified from first place, said that he had introduced a "new element", believed to be a rear-view film of the finish.

Sagace took the Arc by a neck from Rainbow Quest, but lost the race after a stewards enquiry. Immediately after dismounting from Rainbow Quest, Eddery exclaimed: "I am sorry to get the race." The stewards took only five minutes to disqualify Sagace but three days later, Mr Wildenstein lodged an appeal with the French jockey-club.

Several expert witnesses were called yesterday morning to give evidence and these included the jockeys, Cash Assmusen, Alain Lequeux and Yves Saint-Martin, who arrived 35 minutes late because of traffic congestion.

In one post-Arc article in a French magazine, Saint-Martin stated: "Having realised my mount, Sagace, was beaten I already hoped for the victory of Sagace. I saw him lean a first time to the left and then a second. The fault is indisputable. Eric Legrix did not have the presence of mind to change



Jeremy Tree: left grim-faced after Arc inquiry

his whip hand. It was a shame because Sagace would have probably fought back in the same manner as his challenger."

Speaking after the inquiry, Patrick Biancone, Sagace's trainer, commented: "I am very optimistic and we have produced new evidence. Mind you I am always optimistic."

During the latter stages of the Arc the head-on film appears to show that on two occasions Sagace veered into Rainbow Quest thus causing the interference which eventually resulted in his disqualification from Europe's richest race. I had an added bonus at Longchamp last Sunday as for some reason the head-on film of the Arc was shown on the closed-circuit system some 20 minutes after the end of racing, and Sagace definitely looked as if he had interfered with Rainbow Quest. My feeling is that the appeal will not succeed.

Ef시오's speed to prove decisive

By Mandarin

In a fascinating race for today's featured Bisquit Cognac Challenge Stakes at Newmarket, Ef시오 is expected to overcome the probable favourite, Scottish Reel, and confirm the high opinion that has always been held of him.

Scottish Reel, who has won four of his six races and been in the frame in his other two, will clearly be hard to beat, particularly if reproducing the sort of form he showed in his most recent race, the Phoenix Champion Stakes, in which he finished a respectable fourth to Comanche Run. However, that race was over a mile and a quarter on heavy going and Scottish Reel now has to tackle seven furlongs on much faster ground.

For this reason, I believe that Ef시오, who has a brilliant turn of foot, may be able to outpace him in the closing stages. Unbeaten in four races last year, Ef시오 was thought likely to make up into a Guineas horse this season. However, after a satisfactory reappearance, which third to Bairy in Newbury's Greenham Stakes, Ef시오 in fact finished last behind Shaded in the first colts' classic.

Connections soon found the reason for this poor display. In common with nearly all Dunlop's horses Ef시오 was laid low

by a virus. He was then off the course until September when he ran the useful Lucky Ring to three-quarters of a length at Doncaster.

Ef시오 followed this up with a victory from Homo Sapien and Sarab in a listed race at Goodwood, quickening well to take the lead close home after being denied a clear run at a vital stage. In theory, Sarab, who is 4lb better off today for about a length has a chance of reversing the placings but Ef시오 would have been an unlikely loser at Goodwood and should have little trouble confirming the form.

Of the others, Brocade won this race last year, but appears to have lost her enthusiasm. Power Keg and Breadcrumb have looked good in lesser company, but it will come as a great surprise if they can improve sufficiently to trouble Ef시오 or Scottish Reel.

A good run by Breadcrumb would provide a pointer to the chance of Postorage in the Fordham Handicap half an hour later. Matt McCormack's



Steve Cautley: chance of Haydock treble

three-year-old was a fast finishing second to Breadcrumb in a handicap at the last meeting.

However, Postorage may find the task of conceding 5lb to James Becher's smart filly, Donnybeg, beyond him. Winner of a competitive handicap at Newmarket's July meeting, Donnybeg has been a model of consistency and showed how well she retains her form when inched out by Cherry Ridge in a valuable event at Ascot recently.

Cyrano de Bergerac and Lester Piggott have struck up a formidable partnership in recent weeks, following an impressive victory in a nursery at Newbury with a hard fought one over Tarib on this course.

However, Willie Hastings-Bass's colt has rocketed up in the weights as a result of his successes and in receipt of 9lb. Manton Dan, could just prove too strong. Manton Dan impressed when, having only his second race, he made all in running to beat Riviera Scene.

Steve Cautley misses Newmarket to ride four horses for Henry Cecil at Haydock and the champion jockey could revive his hopes of reaching 200 winners by winning on three of them - Baronet (2.30), Toppeshamme (4.0), Chermicheva (5.0).

First acceptors

WILLIAM HILL NOVEMBER HANDICAP (1m 4f 5in) 11.40. 1st: BARRY FOX (5-11) 2nd: JIMMY DAVENPORT (5-10) 3rd: JIMMY DAVENPORT (5-10) 4th: JIMMY DAVENPORT (5-10) 5th: JIMMY DAVENPORT (5-10) 6th: JIMMY DAVENPORT (5-10) 7th: JIMMY DAVENPORT (5-10) 8th: JIMMY DAVENPORT (5-10) 9th: JIMMY DAVENPORT (5-10) 10th: JIMMY DAVENPORT (5-10) 11th: JIMMY DAVENPORT (5-10) 12th: JIMMY DAVENPORT (5-10) 13th: JIMMY DAVENPORT (5-10) 14th: JIMMY DAVENPORT (5-10) 15th: JIMMY DAVENPORT (5-10) 16th: JIMMY DAVENPORT (5-10) 17th: JIMMY DAVENPORT (5-10) 18th: JIMMY DAVENPORT (5-10) 19th: JIMMY DAVENPORT (5-10) 20th: JIMMY DAVENPORT (5-10) 21st: JIMMY DAVENPORT (5-10) 22nd: JIMMY DAVENPORT (5-10) 23rd: JIMMY DAVENPORT (5-10) 24th: JIMMY DAVENPORT (5-10) 25th: JIMMY DAVENPORT (5-10) 26th: JIMMY DAVENPORT (5-10) 27th: JIMMY DAVENPORT (5-10) 28th: JIMMY DAVENPORT (5-10) 29th: JIMMY DAVENPORT (5-10) 30th: JIMMY DAVENPORT (5-10) 31st: JIMMY DAVENPORT (5-10) 32nd: JIMMY DAVENPORT (5-10) 33rd: JIMMY DAVENPORT (5-10) 34th: 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GENERAL APPOINTMENTS

October 17, 1985

Outstanding business creators and builders are hard to find and expensive to employ, and when those you have chosen fail, it is not only difficult to get rid of them but even more costly. The measurable costs of recruiting good and bad management are the same, but the hidden costs of bad 'uns are frightening.

Few directors and managers have been trained in management selection, yet the art of selection is the secret of leadership. Even if your choice appears to be unpromising, it is often the only one that will be polished and then, when exposed to harsh business light, will sparkle.

By contrast, many managers, faced with the need to plot the future and make decisions, prefer both jobs to be done by others: they are the people who will die quietly in their beds, the maintenance middle management not good enough to promote, not bad enough to sack.

In many boardrooms there are managers who are not director calibre and still have a strong need for structure. The very qualities they needed in their middle management jobs in marketing, manufacturing, sales or personnel are liabilities in the top job.

This leads to manifestations of the Law of Diminishing Competence. If management is weak (and often it is), it will surround itself with weaker non-threatening staff who will in turn choose weaker still subordinates.

James Gulliver, chairman of Argyl Group, expressed this failure well: "Managers and businessmen rarely hire a more talented person

than themselves." He has said that one of the cornerstones of his takeover strategy has been to look for highly successful, profitable companies run by ageing dictator-style chief executives or owners.

In such enterprises there is a high probability that when the chief retires - or dies in harness - the company would soon falter and fail because there would be no competent, strong, entrepreneurial, commanding individuals to succeed him.

Companies are like trees, they "die from the top" - management must not only be skilled in defining the ingredients of the top job or jobs and the key qualities required in the successful candidates but also know how to conduct thorough, diagnostic selection interviews and make their "best" final selection decisions on the facts and not on eccentric hunches and personal prejudices.

Otherwise, it is pointless fishing in the company's pool of human resources for management potential unless it has been consciously and continuously re-stocked with ambitious, thrusting future managers, with those uncomfortable go-getting individuals that one French chief executive described to me as "so uninhibited in their intention to get to the top that they will stab you in the front".

Our politicians have not helped. Successive British Governments have burdened commerce and industry with a plethora of employment legislation creating a minefield for line managers, let alone personnel specialists.

Add to this the problem of attracting highly talented, creative young men and women into business rather than other career

The art of selection is the secret of leadership, but not enough directors are trained to pick the right man for the job, says John Lidstone



options, and the result presents a daunting challenge in the 1980s.

For all these reasons you might think that management would take steps to limit the risks of making selection mistakes. But you would be wrong. Less money and time from company budgets is allocated to the task of developing managers' skill in recruiting and selecting future management to ensure the company's survival and prosperity than to any other responsibility.

And that is as true of the giant multinationals that figure in *The Times Top 1000 Companies* as it is of the tens of thousands of small businesses.

Paradoxically, the "rotten (human) apples" recruited by incompetent selectors can survive undetected for longer in large corporations than they do in small ones where there is nowhere to hide.

Studies carried out by a member firm of the Management Consultants' Association from 1972 to the present have shown that in any sample of managers who admit that identifying, recruiting and selecting their successors is one of their prime

responsibilities, fewer than 4 per cent have had any training to equip them to select people for their organizations.

And to put this British management weakness into perspective, that statistic is just as true of American companies in the United States and their subsidiaries in Europe.

This finding was endorsed by a survey published jointly by the British Institute of Management and the Institute of Personnel Management. Based on data supplied by 333 companies, it revealed the following disturbing facts among many others about how British managers select.

● While the majority of personnel staff had had interviewing training, many of the people making the (final selection) decisions had not.

● Non-ability factors such as motivation, contribution to the job and ability to get along with other people - the most difficult to assess - were ranked higher than ability factors that are measurable, such as experience, qualifications or intelligence.

● These somewhat indefinable qualities are precisely those which

are difficult to assess in an interview.

Yet despite this, most executives and top managers are selected mainly on the basis of the interview - conducted in the majority of cases by untrained line managers and directors. At the same time management demand the highest standards of hired headhunters.

That is no excuse or defence for their own amateurism. For in the end they make a selection decision from the professionals' shortlists.

In the absence of any systematic approach to selection or any training to tackle this responsibility, future management are frequently chosen by a variety of subjective approaches that vary from selector to selector.

The majority of chief executives inevitably come from one or more of the many specialist functions such as marketing, sales, production, finance or personnel.

Here is another selection hurdle - not only being able to assess a potential candidate's chances of success in the top job by reviewing what he has done in the past, but (much more difficult) predicting how far he can rise above and outlive his previous specialisms and visualize the future goals of the business, decide what successful strategies should be pursued and be able to galvanize and motivate people to achieve them.

It is unlikely that he will be able to do this alone. Few successful companies are the product of one man's or woman's genius or manic dedication alone. There is usually to be found a chemistry of vibrations between him and at least one other person - each complementing the other's strengths and weaknesses in such a way that the company's goals

and growth are achieved in an atmosphere of creative honesty and mutual respect.

One of the key tests of business leaders is the concentrated ability to resist the temptation to manage the enterprise single-handed and not delegate - the Achilles heel of most small businesses.

Brookes and Matthews of Trafalgar Investments, Weinberg and Dane of Abbey Life-Hambros, Churchill and Cherwell, Alanbrooke and Montgomery, Gulliver and Grant are examples of this chemistry that immediately occur to me.

Getting this chemistry right is vital. Yet little is known about it and few psychologists and personnel specialists have given it the detailed research it deserves.

A handful of the people companies recruit today are going to be the seedcorn of tomorrow's top management. And if the business community is to regain its rightful stature in the public eye, it must have men and women of the highest calibre and deliberately expose them to a variety of business situations that will yield evidence of their abilities.

Nowhere is this more important than in family businesses where the claims of blood too often prevail over proven competence. Two examples in contrasting firms illustrate how some have bucked the "clogs to clogs in three generations" syndrome.

In one family firm whose products command a 25 per cent share of the total British market, the chairman told me: "We will pay good money to keep the idiot

members of our family out of the business."

In another, a highly successful regional brewery, the chairman's son had to be groomed to run a business whose profits would be generated through a chain of tenanted public houses.

Where they are sited is as vital an initial decision as how they are run. So his development included six months working in the estates development department of a major supermarket group learning how future sites for their supermarkets were determined.

Every enterprise, large or small, it is to perpetuate itself successfully, must identify those who will replace its present top management. Every company must ensure that its present management is skilled in the selection techniques needed to pick those future leaders.

The battles of British commerce and industry are no less fierce than those waged by the armed forces in wartime, except that products, services and ideas are used in place of bullets, triggered by customers' needs.

But these commercial battles have this in common with their military counterparts. Victory, not just occasionally but again and again, goes to those companies with the best selected, trained and motivated people at the top. But first, selecting the leaders and the skill that must be brought to this task is the secret that leads to victory.

John Lidstone is deputy managing director of the management consultants, Marketing Improvements, and 1986 chairman of the Management Consultants' Association.

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Excellent salary and benefits for the right candidate. Write in confidence, with a detailed Curriculum Vitae together with details of age, education, experience and salary required, to:

Berger Lai & Co, Solicitors
26/28 Halkin Street, London W1N 5LF
(Ref: KCL)

BARRISTERS CHAMBERS BRISTOL

MANAGER/CLERK

A person with exceptional commercial ability is required to manage and develop the chambers and careers of an established and expanding group of practising barristers. Remunerative potential very substantial familiarity with legal profession desirable but not essential.

Apply in writing with CV to Mark Evans, St Johns Chambers, Small Street, Bristol, BS1 2HG.

GET INTO ADVERTISING

Expanding Marketing Company requires tele-sales staff for new West End offices. If you're ambitious enthusiastic, self-motivated and need to earn £250 per week plus.

Call us now on:
01-499 3622

MANAGER/MANAGERESS

wanted from beginning December to beginning May for hotel in France catering for British school children taking ski courses. Please write with CV and photograph to Jane Cressley, Pegasus Holidays, 170 Victoria St, London SW1.

GENERAL APPOINTMENTS Trade 01-278 9161/5

Looking for change in your fmcg career?

**Our Product Group Marketing teams
offer fresh challenges**

Tesco—a classic success story of how innovative approaches in retail marketing really work.

Now, the story continues with more new supermarkets, new product ranges and new technology.

Clearly, the world of Tesco is fast-expanding, driven by professionals like our dynamic team of marketing specialists.

Right now, we're offering challenging opportunities for more young, high-calibre marketers who are as eager to pursue successful career paths as we are to pioneer even newer and more exciting marketing developments and strategies.

Working in the key area of Product Group Marketing, you'll have the opportunity to be involved in a broad spectrum of marketing activities, including product evaluation, pricing and profitability, own label and branded goods development, and overall assessment of our marketing mix.

We're looking for strongly self-motivated individuals who combine outstanding leadership qualities with good communicative skills.

Young ambitious people of vision, keen to broaden their marketing expertise in a progressive, major retailing group.

Ideally, you'll be in your mid to late twenties, degree qualified, with about 2 years' brand/product management experience within an fmcg or retailing environment.

Sounds like you? Then we should be talking.

Starting salary will be around £13,750 plus car and generous large company benefits.

Please write, with your cv, persuading us why you'd like to be considered for the Tesco Marketing Challenge to Judith White, Personnel Officer, Tesco Stores, Tesco House, Deans Road, Chesham, Hertfordshire EN8 9SL.

Tesco is an equal opportunity employer.



**TODAYS
TESCO**

The way ahead in retailing

Director MRC Mammalian Genome Unit: Edinburgh

The Medical Research Council invites applicants for the post of full-time Director of the MRC Mammalian Genome Unit on the resignation of the present Director, Dr E M Southern FRS to take up the Whitley Chair of Biochemistry at the University of Oxford.

Research facilities will continue to be provided in the Unit's present accommodation which is located on the Kings Buildings site in the University of Edinburgh. The Unit is concerned with studies of the eukaryotic genome, its organisation and function, with emphasis on the potential for application to clinical problems. The new Director will be expected to put forward research proposals which are appropriate both to the existing expertise within the Unit and to his/her own personal scientific interests. The precise scope and emphasis of the Unit's future programme will be a matter for discussion between the successful candidate and the Council.

The person appointed will have an established reputation as a scientific investigator in the field of eukaryotic chromosome structure and function, be able to develop the Unit's research programme and have the ability to manage and co-ordinate a research team.

An appointment to MRC staff will be in accordance with the Council's terms and conditions of service and superannuation provision will be under the MRC pension scheme. The salary will be within the Council's special appointments grade which is equivalent to the Universities' professional range.

Additional information may be obtained from Dr S C Aitken, MRC Headquarters Office, 20 Park Crescent, London W1N 4AL. Telephone 01-636 5422 ext 208.

Applications in the form of a short statement (about 1000 words) outlining in general terms the scientific programme which the applicant would propose for the Unit, together with a curriculum vitae: list of publications, and the name of three referees, should be submitted no later than 3 January 1986 to the Second Secretary of the Medical Research Council at the above address.

MRC
Medical Research Council

UK Sales Manager London Area

The company concerned, quoted by financial experts as one of the most successful high technology companies in the USA, is currently creating a European network which will aim at a turnover of 50 million U.S. dollars in 1986. The firm is seeking a Sales Manager capable of assuming responsibility for the development of the UK branch whilst working in close relation with headquarters in Paris.

The successful candidate should possess an engineering degree, should have a successful track record of 3/4 years including experience with a large American computer manufacturer (IBM, Hewlett Packard, Texas, etc) and should be aged between 30/40 years. Requirements also include the ability to deal directly with large national companies as well as UK-wide computer retailers. A high level of organisational and administrative skills is essential as the post will include responsibility for the management and training of a team of 10/12 people. Since it is envisaged that the person should be directly responsible to European headquarters, we are particularly interested in those candidates showing a capacity to work in close collaboration with the rest of the network whilst providing initiative and leadership in the promotion of the UK branch.

The post offers an attractive compensation package which will be negotiable but not less than £40,000. You will be representing one of the leaders in the field.

Applications, which will be treated with absolute confidence, are welcome from men and women who should write to:

Peter Bloomfield 20-21 Suffolk Street London SW1Y 4HG.

Barnsley Health Authority UNIT GENERAL MANAGER

We are seeking a Unit General Manager with proven managerial ability who can implement the general management function in the health services with an imaginative leadership and skill in the management of change, with the primary objective of improving the quality and effectiveness of services to patients. A capacity for taking personal responsibility for securing action and for managing a multi-disciplinary workforce in a complex organisation is essential.

The Unit (one of two in the District which has a resident population of 225,000) provides services for the mentally ill, mentally handicapped and the elderly and a full range of community services (428 beds, 25 health centres, revenue budget £9m, 1,125 staff). The management task involves further planned investment within the Unit and the implementation of joint strategies for community and joint care with the Local Authority.

The initial appointment will be for a term of up to a maximum of 5 years. The salary will be negotiable in excess of £20,000 (clinicians appointed will be re-imposed in accordance with Circular HC (85) 9).

A full package of information available from Pat Williams, Director, Manpower Resources and Organisation, "Pillider House", 49/51 Gawber Road, Barnsley, S75 2PY. Telephone: Barnsley (0226) 286122, ext 3903.

Informal enquiries to Tony Mapplebeck, District General Manager, following receipt of his information, will be welcome. (0226) 241421.

Closing date November 6th, 1985.

MDS TRAINING CONSULTANT

MDS is a young but firmly established consultancy offering a high quality training service within the retail and distribution sector. Our client list includes some of the most significant names in the industry.

We now seek a Training Professional to play a key role in the next phase of our expansion.

The responsibilities will be wide-ranging including the design and tutoring of short courses, the development of new activities and techniques and the marketing of MDS to an even wider audience. Prospects for progression within the company's management structure are excellent.

Candidates must have the proven ability to train effectively in a broad range of management skills. Their career record should indicate achievement in line management and involvement in the retail/distribution sector. Previous consultancy experience would be a distinct advantage. They should reside in the southern half of the UK and be prepared to spend frequent periods away from home.

The salary will reflect the challenging nature of the position and benefits include free BUPA and life insurance and a contributory pension scheme. A company car will be provided.

Please write in strict confidence enclosing a full CV and salary details to:

Brian T. Willett, Chairman

MANAGEMENT DEVELOPMENT SERVICES (Training) LTD.
34 Dorchester Road, Weymouth, Dorset DT4 7JZ.

PARK HOUSE, SANDRINGHAM A Country House Hotel for Disabled People A Leonard Cheshire Foundation Enterprise

APPOINTMENT OF DIRECTOR

Park House, Sandringham, the childhood home of the Princes of Wales, has been made available to the Leonard Cheshire Foundation by Her Majesty The Queen, and is being changed into a country house hotel for the benefit of disabled people. The Management Committee invite applications for the position of Director of Park House, who will be responsible for the promotion and management of the project.

It is envisaged that the successful applicant will be a mature person with proven abilities of leadership, human understanding and considerable administrative ability. The ability to plan imaginatively and liaise with voluntary and statutory organisations at a high level will be essential.

The successful applicant will be required to take up the appointment in early 1986. Accommodation will not be provided and the person selected will be expected to live within reasonable distance of Sandringham.

Salary negotiable, according to qualifications and experience, in the region of £15,000 per year. A car will be provided and the successful candidate will be eligible for membership of the Foundation Pension Scheme.

For further details and an application form, please contact:

Arthur L. Bennett, Director

The Leonard Cheshire Foundation

Leonard Cheshire House

26-29 Mansel Street, London SW1P 2QN

WEST BERKSHIRE HEALTH AUTHORITY UNIT GENERAL MANAGERS (Re-advertisement)

We are seeking two General Managers from a variety of managerial or professional backgrounds to fill posts in the following Units within this Authority which provides services for a population of 426,000 and has an annual budget of £62m.

The General Managers will take personal responsibility for overall management within the Unit including the use of resources and the efficiency and quality of service provided for patient care. Applications must therefore be able to demonstrate a proven record in leadership and achievement.

UNIT STAFF BUDGET SALARY RANGE
Mental Handicap 657 £5.7m £17,268-23,268
Wokingham Hospital 221 £2.1m £14,264-20,254
and Community

All posts will be on a fixed term basis for three years, renewable by agreement.

Salaries are subject to negotiation within the salary ranges stated (successful candidates who are currently clinicians will be remunerated in accordance with HC(85)9).

Full details are available from the Personnel Officer, Great Western House, Station Road, Reading RG1 1LU (Tel: Reading (0734) 586181 Ext 278).

CLOSING DATE FOR APPLICATIONS: 7th November 1985.

MANAGING DIRECTOR

Central
Scotland

Sal/Bonus c £35K +
Substantial Benefits

• Our client, Lovable Limited, is a well known designer and manufacturer of fashion-led ladies lingerie. With turnover at c £25m, the company's wide range of branded and own label products is strongly marketed through a variety of outlets in the UK and overseas.

• A capable general manager or director, probably aged 35-45 and presently totally accountable for a small to medium sized trading company or group subsidiary is now sought. Knowledge of innovative marketing methods, supported by a background in product management or marketing in a preferably fashion orientated firm environment, would be appropriate. Management team and workforce motivational skills are essential.

• Benefits to be expected at this level are available, and a significant contribution to relocation expenses will be negotiated where appropriate. Equity participation is open to the successful appointee as an option.

• Candidates, male and female, please write in confidence for further details and an application form to David T Bentley, Senior Consultant, 3i Consultants Ltd, Headrow House, The Headrow, Leeds LS1 6SS, quoting Reference DB657.

3i Consultants Limited
Recruitment Division

AN ELECTRONIC OFFICE FOR A NEW ORGANISATION

To £14,000 with bank fringe benefits

The clearing banks are setting up a new organisation, the Association for Payment Clearing Services (APACS), to oversee the future development and operation of UK payment systems. The initial members of the new organisation will be the London and Scottish Clearing Banks, the Bank of England, the Central Trustee Savings Bank, Citibank, Co-operative Bank, National Girobank and Standard Chartered Bank and could expand in the coming years to include building societies and other institutions.

APACS itself will have a staff of some 70 people based in the City area. To support their work centralised databases and distributed computing power will be required in addition to word processing. To meet these needs APACS is installing a Wang electronic office system using Fastlan to link VS processors and a mix of personal computer and word processor workstations. A consultant is required initially to oversee the implementation of this system and subsequently to identify and develop applications to serve the new organisation. The ideal candidate will have been educated to degree level, have experience of Wang office systems and VS hardware and at least 2/3 years analyst/programmer experience. The post could offer career development opportunities into the mainstream research and planning activities of APACS.

If you are interested, please send details of yourself and your career history to:

The Director, Research & Planning Division,
APACS, 32 City Road, LONDON, EC1Y 1AA.
Tel: 01-628 3070.

APACS

Association for Payment Clearing Services

Her Majesty's Chief Probation Inspector - Central London

Her Majesty's Chief Probation Inspector directs and co-ordinates the work of Her Majesty's Probation Inspectorate, which by advice and guidance helps the Probation Service to improve the quality and effectiveness of all aspects of its work and to make the best use of available resources. The Inspectorate also informs and advises Ministers and official colleagues about the work of the Probation Service nationally and locally and helps to implement Government policy in regard to the Service.

As the Home Secretary's chief professional adviser on all Probation Service matters, you should normally have had relevant experience by serving previously in the Probation Inspectorate, in an area probation service (preferably in the rank of Chief Probation Officer), or in other fields of social work or administration.

Starting salary within the range £22,325 - £26,895 according to qualifications and experience. A higher salary might be considered for a candidate with exceptionally relevant qualifications or experience. RELOCATION ASSISTANCE MAY BE AVAILABLE.

For further details and an application form (to be returned by 6 November 1985) write to Civil Service Commission, Alencon Link, Basingstoke, Hants RG21 1JB, or telephone Basingstoke (0256) 468551 (answering service operates outside office hours). Previous applicants need not re-apply as they will be considered again. Please quote ref: G/6657.

The Civil Service is an equal opportunity employer

SALES EXECUTIVE FOR EXPERT SYSTEMS up to £18,000 + Car + Profit Sharing

This is a new key position offering the prospect of shaping the future sales activities within the Company. Reporting directly to the MD, the successful candidate will have prime responsibility for all the UK sales activities. The requirements for this very challenging position include a sound understanding of the technology, a proven sales record, the ability to communicate at all levels, and (of course) energy, enthusiasm and initiative. The position could suit an AI technologist with some sales/marketing experience wishing to concentrate on sales, or a salesman/woman already versed in the field. Sales manager potential is essential.

Expert Systems International is a leading company in the AI field. Trading since 1981, we have gained a well-respected position in the market for our products, consultancy and training services. An increasing number of contracts (including several with Alvey), a growing product range and an expanding need for training mean that we are now poised to grow on all fronts. A stimulating working environment in the most exciting field in computing, combined with a competitive salary and profit sharing, add up to a unique career opportunity. Send a concise and relevant CV, to:

Expert Systems International Ltd, 9 West Way, Oxford OX2 0JH

**EXPERT SYSTEMS
INTERNATIONAL**

GENERAL APPOINTMENTS

Trade 01-278 9161/5

CJA

RECRUITMENT CONSULTANTS

35 New Broad Street, London EC2M 1NH
Tel: 01-588 3588 or 01-588 3576
Telex No. 887374 Fax No. 01-638 9216

A key position - scope exists to become Chief Executive of the factoring business within 3-6 years.



MANAGER - FACTORING

LIVERPOOL

£14,000 - £18,000

A DIVISION OF A WHOLLY OWNED SUBSIDIARY OF A BRITISH COMPANY

This vacancy calls for candidates, aged 26-34 who have a record of not less than 3 years' successful factoring business experience which will have included both administration and marketing/sales. The successful candidate will be responsible for managing the existing business, and marketing factoring services through existing clients, enquiries and the setting up of a national network of agents. The business is planned to treble in the next 3 years. A mature business outlook, the ability to assess prospective clients' suitability and structure the appropriate deal is important. Initial salary negotiable £14,000 - £18,000 + car, contributory pension, free life assurance, free family medical facility, assistance with removal expenses if necessary. Applications in strict confidence under reference MF 4384/TT, to the Managing Director.

CAMPBELL-JOHNSTON ASSOCIATES (MANAGEMENT RECRUITMENT CONSULTANTS) LIMITED, 35 NEW BROAD STREET, LONDON EC2M 1NH.
TELEPHONE: 01-588 3588 or 01-588 3576. TELEX: 887374. FAX: 01-638 9216.



Millions of pounds' worth of advanced engineering, yours for 2 A' levels and a little application.

It's a Lynx helicopter and, as an Engineer Officer in the Royal Navy, you'd have to ensure that every working part was working perfectly.

The same is true for all equipment. The complex workings of weapons systems, nuclear submarines and the ships themselves are all the responsibility of Engineer Officers.

This may sound a tall order, but under your command you'll have a team of trained technicians.

And, whether you become a Marine, Weapon or Air Engineer, you will be highly trained yourself, at the Royal Naval Engineering College at Manadon. With 2 A' levels, you could apply to study there for your degree.

The engineering facilities at Manadon are superb. You'll have the chance to acquire first-hand experience of the very latest naval technology. And gain a degree which is CNA A validated and will count towards Chartered Engineer status.

What's more, when you graduate, you're a Sub-Lieutenant with 2 years' seniority, earning £9,680 p.a. And, in the long-term, the prospects are excellent. Currently 110 Captains and 10 Admirals are Engineer Officers. There are, however, considerably more applicants than places, so you'd be wise to apply now.

For more information write to Captain MP GRETTON MA, RN, Officer Entry Section, Dept 679, Old Admiralty Building, Spring Gardens, London SW1A 2BE.

Minimum academic qualifications are A' level Maths and Physics, O' level English and 2 other GCE's or equivalent.

You must be under 26. Normally you should have been a UK resident for the past five years.



INFORMATION TECHNOLOGY CONSULTANTS

£15-£25,000 CENTRAL LONDON

INPUT LTD is an international company providing planning and consultancy services for the information industry, requires further consultants for its Information Systems Programme.

Responsibilities include: researching information services issues with Vendors and Users of computers; analysis of data, forecasts and business trends; report writing and client enquiry/consulting services. We require candidates aged 25-35 with a good degree and demonstrable writing and presentation abilities.

Successful candidates will have worked in Computer Services or with a Major Hardware manufacturer, and have had business planning or research experience.

Fluency in French or German would be an advantage.

Salary will be negotiable subject to qualifications and experience.

This is an opportunity to join a fast growing dynamic company.

Please write or telephone enclosing latest cv with compensation history to: Paula Hocking, Managing Director, INPUT LTD, 41 Essex Street, London WC2R 3BA.

Tel: 01-483 8226. Fax: 01-483 8226.

INPUT
Planning Services for Management

£20,000 to £70,000 MANAGERS, SALESMEN Jewellers, Watchmakers South Florida, U.S.A.

Mayor's Jewellers requires intelligent, ambitious personnel experienced in first class retail jewellery operation. Positions include managers and salesmen with minimum 8 years experience and FGA diploma, watchmakers with 10 years experience and diploma, goldsmiths and model makers with 10 years fine jewellery experience.

We have 15 stores in warm, sunny South Florida and opportunities for unlimited personal growth. We offer excellent salaries and incentives, profit-sharing, paid holidays, hospitalization insurance.

Contact Michael O'Mahony at Churchill Hotel, Portman Square London October 19-21. Please call him at 01-488-5800 for a personal confidential interview. If you prefer, call Mr. Harry Schuler collect in U.S. prior to Mr. O'Mahony's arrival to schedule an appointment.

Call collect (305) 442-4233.

MOXON DOLPHIN & KERBY LTD

Recruitment Advertising Executive Search Management Selection International Recruitment

178-202 Great Portland Street, London W1N 5TB. Tel: 01-631 4411. 8 Mathew Street, Liverpool L2 6RE. Tel: 051-236 1724.

Sales Professional

Our client is well established and a key supplier to the meat processing industry. They now wish to expand their operation to capitalise on the growing market for high technology laser printers, as in other fields, is based upon our painstaking identification of customers' needs and introduction of individual solutions to them.

In spearhead this sales drive they have created a position for a specialist sales professional to become a national Sales Manager. You will search out new customers, achieving targeted sales with them, as well as developing business with existing clients. Experience in the processed food or packaging industry would be an advantage, but more important are the qualities of the successful sales person: self-motivation, independence, confidence and good organisational and communication skills.

As the market develops, you will have

ample opportunity to advance your career and achieve personal recognition. In return for your expertise and commitment, our client is willing to offer an extremely competitive salary allied to a highly attractive benefits package which includes a company car, pension scheme, free life assurance and subsidised BUPA.

Applicants should either telephone for an application form or send a full cv to: Sarah Bryson, Moxon Dolphin & Kerby Ltd, 178-202 Great Portland Street, London W1N 5TB.

quoting ref. SB/4326/DT. Please state in a covering letter any companies to whom you do not wish your application sent.

Meat Processed Products A Unique Development Role.

A challenge for solutions oriented "High-Tech" Sales Professionals

c.£27,500 + car

Rank Xerox is a name which is synonymous with the highest quality advanced office equipment. Our success as leaders in the growing market for high technology laser printers, as in other fields, is based upon our painstaking identification of customers' needs and introduction of individual solutions to them.

As an experienced "high-tech" sales professional, accustomed and attracted to the task of selling a concept, then solving it through a comprehensive range of products, you'll enjoy the challenge of selling for Rank Xerox. Because the concept, like our products, has an exclusive USP recognised by a wide commercial market.

To succeed with us, you need experience in selling sophisticated, high value products to businesses. What we want to see are professionals whose personality, intelligent approach and individual drive has provided

them with a distinguished sales track record to date. You will need energy, enthusiasm and mental agility.

To get the very best, we're offering top rewards. Apart from the excellent prospects of a sales career in a company of world renown, there are outstanding salaries - around £27,000, on target, with generous benefits package and fully expensed company cars.

Please telephone or write with full career details. We will then invite suitable candidates to a seminar where we will outline our products, our position in the market and our future plans.

Contact Richard Marshall, Rank Xerox (UK) Ltd, Albion House, 55 New Oxford Street, London WC1A 1BS. Tel: 01-636 6600.

RANK XEROX

Business Development Manager

Haywards Heath

Hilton Business Systems, which is part of the Hilton Group of Companies is now entering an exciting stage of development. In addition to the bespoke software function and the dealerships with ICL, Apricot and Olivetti/AT & T, we are about to open a business centre to create Hilton Business Systems to provide total business solutions to companies and individuals in terms of information technology and communications.

The type of person we require for this challenging role must have good man management skills and a sound background in marketing and, although some knowledge of computers would be an advantage, it is not essential. However, the main criteria will be that the successful applicant will have a high

degree of self-motivation and enthusiasm to inspire and direct the potential and resources of the Company.

If you are willing to accept the challenge, the rewards will be a competitive salary, company car, BUPA and generous staff discount. In the first instance please send a full CV to: Mrs Lesley Kings, Personnel Department, Hilton Investments, 40-42 Perryman Road, Haywards Heath, West Sussex RH16 3JX.

Hilton

OIL COMPANY Seeks

Ambitious young person to join expanding International Shipping Department in London. Drive and enthusiasm more important than experience but good academic qualifications required. This is a career opportunity and attractive package includes company car, BUPA etc.

Apply MR G. MAHON KOCH OIL INTERNATIONAL LTD BROOK HOUSE 113 PARK LANE LONDON W1Y 3AJ

Technical Executive

Textile Company requires person with capability to develop and initiate quality control system and at the same time be able to liaise technically and on production with substantial customers.

The company, after several years of expansion, has reached a stage where it needs to build its management structure to meet the next stage of growth. The successful applicant must have a background in textiles and be of graduate standard, aged between 30/40 years. This senior position would be open to promotion and appointment to the Board. Please reply with full cv to Box 0853 W, The Times.

CHIEF ACCOUNTANT (National Charity: Seven figure t.o.)

Applications invited from men and women (probably 40's/early 50's) with sound practical knowledge of double entry bookkeeping, preparation of final accounts, knowledge and experience of computer systems and ability to evaluate accounting/record systems and implement improvements. Formal qualifications is not necessary; what we require is a highly practical 'hands on' approach and ability to lead (by example) a small, enthusiastic team in a very successful, expanding environment. Location South London. Salary negotiable. Write or telephone Managing Director, Masson's Executive Selection, 100 Baker Street, London, W1, 01-435 6561.

EXPLORATION GEOLOGIST

Small international petroleum exploration and production company is seeking a qualified Geologist with 2-5 years experience with a solid background in mapping and interpretation to work in London and overseas.

Please forward curriculum vitae in confidence to:

Anglo Scandinavian Petroleum PLC, 128-129 Cheapside, London EC2V 6BT.

Redundant - or just looking?

Our career counselling and job search services are individually tailored to meet the needs of senior executives (men and women) in mid-career, and get results - guaranteed. Phone -

London (01) 499 0321 Bristol (0272) 211967 Guildford (0483) 575090 Banbury (0295) 50885

SAS Search and Assessment Services Ltd Head Office: 23 High St, Banbury OX16 8BG

General Manager - Information Systems

Central London

Our client, a major U.S. international corporation with a multi-billion dollar turnover, is currently establishing a major presence in the U.K. information technology market. One element of this growth is the creation of an information systems and services company for which they are seeking a General Manager.

Ideally you should possess the marketing skills to enable you to launch a range of products that will quickly establish a dominant market share, in addition to having a proven record of successfully handling both man management and business management responsibility in a rapidly changing environment. We have no preconceptions about your commercial background; financial, consumer

goods or high technology company experience being equally of value.

It is unlikely that if you are currently earning less than £25,000, you will have the necessary seniority to take on this wide ranging role, but for the successful candidate we offer the prospect of developing a highly innovative new venture within a corporation planning a four fold growth before the end of the current decade. A competitive compensation package is offered including prestige car and usual benefits.

If the challenge of a new venture within the compass of an international business fires your imagination, write in confidence with a brief cv to L. Penberton, quoting ref.355, at the address below

WBH whites bull holmes ltd.

PO Box 275, 63 St MARTIN'S LANE, LONDON WC2N 4X

GENERAL APPOINTMENTS Trade 01-278 9161/5

APPLICATION CONSULTANCY

If you have a background in engineering, OR, DP or indeed, any practical, numerate field, and you are keen to escape from a routine environment, you should consider joining Metier - the unquestioned market leaders in the world of project management information systems.

As an Application Consultant, you will be involved in management consultancy, systems implementation and sales presentations and you will have the chance to travel

We're More Interested In Your APTITUDE Than Your BACKGROUND

extensively both within the UK and overseas. You will often be expected to meet tight deadlines and no two assignments will be the same.

Self-motivated, presentable and highly articulate, you will need proven computing aptitude but a formal DP background is by no means essential. You may well have a degree in a scientific discipline, and a knowledge of European languages would

be useful.

Depending on your experience, we can offer a starting salary of between £8K and £16K, an attractive range of benefits, including a company car, and impressive opportunities for career progression. So, if you are looking for a greater challenge, send a full CV, stating current salary and where you saw this advertisement, to: Steve Austen, Consultancy Services Manager, Metier Management Systems Limited, 23 Clayton Road, Hayes, Middlesex UB3 1AN.



FINANCIAL MANAGEMENT CONSULTANT

You have no doubt seen vacancies for financial management consultants and have perhaps wondered what exactly this entails. In a lot of cases it means selling Life Assurance, Pensions, and Investment Plans. However, at Allied Dunbar it means a lot more.

As one of the country's largest financial institutions, we are in a unique position to offer our clients a complete integrated range of financial services including Portfolio Management and Banking Services. Consequently we require people of energy to train for a career in this wider sphere of financial management consultancy.

As we spend over £2 million p.a. on our Training programme, we are not in much concern with your background, as with a successful track record, and above average ability in communications, and a determination to succeed.

We consider well trained totally professional people crucial to the future of our business.

If you live in London, Home Counties, South Coast, East Anglia, Midlands, Edinburgh, East Central or North East Scotland -

DIAL 190 TODAY and ask for "FREEPHONE ACHIEVEMENT"

- and speak personally to one of our Branch Management Teams.



THE FINANCIAL MANAGEMENT GROUP

A springboard to success for ambitious, part-qualified accountants

Total Oil Marine currently supplies around 40% of the UK's natural gas through the Frigg system. A substantial North Sea operator committed to an expanding programme of offshore activity, we are now developing the Alwyn North field as an important new source of oil and gas for Britain, scheduled for start up in late 1987.

A challenging career development opportunity has arisen for a Budget Accountant to join our London-based finance team... where the quality of accounting output is vitally important.

Working within a large, fast-moving and highly-visible environment, you will liaise closely with all areas of our activities, in London and Aberdeen, gathering, co-ordinating, critically reviewing and consolidating information and reporting on budgets and costs... all within strict timescales. Budget and management

reporting experience, and the ability to identify key areas for reporting are essential.

If you are a graduate-level accountant (part-qualified or finalist) in your mid 20s, who can establish credibility quickly... build relationships easily with people at all levels... and who expects to qualify within a year or 18 months, you can be assured of exciting prospects within our dynamic organisation.

We will provide a highly competitive salary, the benefits you would expect of an international oil company, and all the encouragement you need to succeed.

Please telephone for an application form or send cv to Rod Eames, Personnel Officer, Total Oil Marine plc, Berkeley Square House, Berkeley Square, London W1X 6LT. Telephone: 01-493 6904.

TOTAL
Bringing energy ashore

SALES CONSULTANTS

Advanced Systems Manufacturing

* £35,000 pa comprehensive benefits package

* Market leader with unrivalled product range

* Growth opportunity offering future management prospects

Our Client is a highly resourced and elite company experiencing dramatic growth. They are the world's leader in the field of computer-based, Project Management Information systems. They now wish to appoint further experienced Sales Consultants with the ability to spearhead their penetration into new markets.

They are looking for salesmen with flair and enthusiasm, commercial awareness and the confidence to rise to the challenge of a successful, expanding and professional environment. Above all you will have the energy to further develop and increase the already prestigious client base.

You must be able to demonstrate a successful track record of selling computer system solutions or software, ideally into the manufacturing sector.

An attractive salary is offered plus commission, a quality company car and good company benefits apply.

In the first instance contact Cathy Tracey on 0990-26212 (24 hour answering service) or on 093287-4148 evenings and weekends, or send your CV immediately to the Ascol office quoting reference 237.



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General Managers

The management arrangements within the Salisbury Health Authority are undergoing radical change both in style and organisation. The principal aim is to achieve high standards in management practice. Two Unit General Managers are required who will have a key influence in developing and sustaining the level of performance that is necessary.

General Services Unit

Salary c. £20,000

This Unit provides acute services and services to the elderly, with a budget of £18m and 1,520 staff. A major challenge will be the development of a new District General Hospital.

Community Services Unit

Salary c. £17,000

This Unit includes all community services, hospitals, health centres, mental handicap and mental health services. The Unit has 670 staff and a budget of £8m. The Authority requires further development of care in the community.

Both these posts are directly accountable to the District General Manager for management of these services. The applicants will be required to demonstrate achievement in the private or public sector and show the ability to practice the visible and dynamic style of leadership that will be required. The man or woman appointed must be committed to the provision of a high quality service. Contracts will be for an initial fixed term of five years, renewable by mutual agreement. For application form and information please contact Mr. Peter King, Director of Personnel Services, Odstock Hospital, Salisbury, SP2 8BJ, Wiltshire. Telephone: 0722-336262, ext. 2801. Candidates who wish to discuss the posts are invited to telephone Mr. David Howells, District General Manager, telephone 0722-336262, ext. 2753. Closing date for completed applications 8th November 1985.

SALISBURY Health Authority

HEAD OF INFORMATION SYSTEMS

CITY

£40,000 neg + car

Our client, a major international investment banking organisation, is seeking an outstanding man or woman to direct the crucial information systems development programme for their financial securities operation in London. The position reports both to the board of directors here and to corporate headquarters in New York.

There are a number of clear objectives which must be achieved. These include the review of existing activities, the presentation of a strategic plan which meets local, European and corporate requirements and the provision of effective solutions to meet the needs of on-line dealer support, settlement accounting and communication with the international network. The company is determined to meet these objectives and will commit the necessary resources.

Clearly, you should be able to demonstrate significant achievements in systems development, project management and implementation within tight schedules using both internal and external products and services. In addition, the successful candidate is likely to have a thorough knowledge of the financial services industry and a technical background which preferably encompasses multiple VAX operations, relational databases, wide and local area communications.

This is a very challenging role both managerially and technically which will demand a high degree of self-motivation and excellent interpersonal skills at senior corporate levels. The rewards are therefore considerable. The salary indicator quoted should not be regarded as a limiting factor, and additional benefits will include bonus, free BUPA and non-contributory pension scheme.

Please reply in strict confidence to:

Richard Gaskell
P & J Selection Limited
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19-21 Tudor Street
London EC4Y 0BA
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General Manager

The Churchill Clinic is a well established and respected independent central London hospital. A major new extension will soon open to bring the Clinic up to 90 beds plus day surgery and extensive supporting services - including magnetic resonance imaging.

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Salary around £20,000 a year plus benefits depending upon experience. Details from Kate Douglas, Churchill Clinic, 80 Lambeth Road, London SE1 7PW. telephone 01 828 5533 ext 228.



GROUP CHIEF ACCOUNTANT

Salary £17,000-£20,000 plus car

We are a rapidly expanding computer consultancy and software products group of 6 companies specialising in international banking systems development and artificial intelligence software products. We are seeking an energetic, able young executive to take charge of all aspects of the group's financial and management accounting, and company secretarial duties, and to play a key role in the successful and profitable expansion of the group.

Reporting to the Group Managing Director responsibilities will include day-to-day management and planning of the group's financial resources and position, preparation of financial plans and management information, company secretarial duties and tax planning.

The group is at present 70 staff and £1.4 million turnover. The 5 year plan forecasts rapid growth in staff numbers and turnover.

This is a first class career opportunity for a person aged between 25/30 with a good honours degree and either ACA, ACMA or ACCA qualifications. The successful candidate can expect to share in the success of the group by rapid salary advancement. There are good promotion prospects to Board level and the possibility of share options in due course.

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Wearne, the company's recruitment advisor, on 0628 74274 or write enclosing a current CV to Charvil Lewis International Ltd, Park House,

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The post will carry an attractive salary which will reflect the importance attached to the position and other benefits including Company car, BUPA, contributory pension and free life insurance. Relocation assistance will be provided where appropriate.

Apply in writing with a concise C.V. including present salary to:

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Personnel Manager,
Associated British
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Elizabeth Hanson, 22 Suffolk Street, Birmingham.

PUBLIC APPOINTMENTS

Trade 01-278 9161/5

THE NATIONAL ASSOCIATION OF HEAD TEACHERS

Appointment of Deputy General Secretary

The National Association of Head Teachers is a professional association representing some 22,000 Head Teachers and Deputies of schools and wishes to appoint a Deputy General Secretary on a salary equivalent to a Group 10 Head Teacher. The starting point on the salary scale of £16,824 - £18,141 (1984 scale) will be decided in the light of the successful candidate's present salary and previous experience.

We are looking for a person of initiative, enthusiasm and leadership, who will be responsible to the General Secretary for the overall administration of the Association and its Headquarters and who will deputise for the General Secretary, when necessary, in respect of his principal executive duties.

The Association would expect to appoint somebody with proven experience in finance and administration.

Further particulars and application forms are available from: The General Secretary, The National Association of Head Teachers, Holly House, 6 Paddockhall Road, Haywards Heath, West Sussex, RH16 1RG. Telephone Number Haywards Heath 453291/2.

The closing date for receipt of applications will be Friday, 8th November, 1985.

BBC

NEWS PRODUCERS

Television News
West London

£13,879 - £18,451
Plus allowance of £569 p.a.

We're looking for experienced senior journalists to join the teams of writers responsible for *News After Noon*, the *Six O'Clock News*, the *Nine O'Clock News* and other network news programmes such as *Newsnight* and *Breakfast Time*. The main job is the handling of major and complex news stories, using all the techniques of television journalism. Other duties include forward planning and field production.

You must have journalistic experience in Television and Scriptwriting, and be able to work at speed; you must also have initiative and a capacity for leadership. (Ref. 1946/T)

CONTRACT REPORTER

Financial Unit
News and Current Affairs, Radio
Central London

We need a journalist to join the team responsible for producing *Financial World Tonight*, *Financial Report* and *Money Box*.

You must have a proven track record in the financial field, a wide range of contacts and a good broadcasting voice. You will be expected to contribute to all aspects of the unit's output, reporting, interviewing and editing material for the domestic and overseas services.

Salary negotiable, depending on experience, but will be not less than £16,000. Initially the contract will be for one year. (Ref 6230/T)

Relocation expenses considered for permanent post.

Contact us immediately for application form (quote appropriate ref. and enclose s.a.e.) BBC Appointments, London W1A 1AA. Tel: 01-927 5799.

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B.Sc (Eng)—necessary —but not sufficient

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For application form please write to:

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Closing date for receipt of completed forms: 30 October 1985.
The Imperial War Museum is an equal opportunity employer.

GENERAL APPOINTMENTS ☎ Trade 01-278 9161/5

Account Executives



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We employ high calibre staff, able to work effectively with senior bank management, and to operate in an environment where a premium is placed on initiative, imagination and good communicative and analytic skills. The need to work closely with an even wider community of financial institutions over the coming years which could include major overseas banks and building societies will put an even greater premium on such skills.

The Research & Planning Division of APACS requires consultants at different levels in the organisation, and successful candidates should have professional experience, ideally based on some quantitative discipline such as economics, operational research, statistics, finance, systems analysis, business analysis, standards, or marketing.

If you are interested, please send details of yourself and your career history to:

The Director, Research & Planning Division, APACS, 32 City Road, London, EC1Y 1AA. Tel: 01-628 3070.

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GENERAL APPOINTMENTS Trade 01-278 9161/5

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HONG KONG

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Mr. J.M.H. Trafford
Personnel & Administration Director
Kowloon-Canton Railway Corporation
KCR House, Shatin, N.T.
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E.C.4

c. £20,000

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MANAGING DIRECTOR

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THE TIMES

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Please contact Brian Gooch or Jill Backhouse.

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Please write to Universal Communication, chaussée de La Hulpe 122, 1050 Brussels (Belgium), under reference 419, who will forward applications to their client.

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HORIZONS

A guide to
career development

A franchise for your future?

Though banks are still being criticized for not being adventurous enough in their lending policies, money is no longer the biggest obstacle between the dream of starting your own business and reality.

It is not that difficult to get a business loan, but then comes the uncertainty of knowing whether your business plan will actually work - the failure rate among new enterprises continues to be depressingly high. The other great obstacle is the realization that even for someone with a lot of business experience, there are still huge areas of ignorance about running a small firm.

This is particularly true of those whose career has been spent in the compartmentalized environment of a large organization.

Taking up a franchise goes a long way to overcoming these obstacles and franchisees have a higher success rate than those who start up on their own. This is acknowledged by the banks who see franchising as an important trend in self employment and are prepared to lend up to 70 per cent of the start-up costs to approved borrowers.

What is it that makes this form of

How do you bridge
the gap between the
dream of your own
business and the
reality? Godfrey Golzen
makes a suggestion

figure sum because of the cost of acquiring locations and fitting premises. Location is also a cost factor with retail franchises and service/retail hybrids such as print shops. These, however, require a smaller initial investment of about £50,000, although computer franchises also run into six figures because of the high inventory costs.

At the lower end of the market are pure service businesses which can be run from home: cleaning or vehicle and domestic care and maintenance. These will cost about £15,000.

The start-up figure includes an initial franchise fee for training, for being allowed to use the franchisor's name and know-how and for start-up support. These are fairly constant factors, so the fee tends to form a higher proportion of total start-up costs at the lower end of the range. Thereafter the franchisee pays a monthly or weekly royalty on sales and generally an advertising levy, because franchisors have found that advertising, even at local level, is most effective when it is handled centrally. Together these figures average 12½ per cent, although some franchisors charge either a small royalty or none at all, making most of their money in the form of a mark-up on goods supplied for re-sale to the franchisee.

Franchisees are allocated a "privileged territory" for a specific period, usually seven years, during which time the franchisor undertakes not to grant other franchises in it. The problem for anyone wanting to take up an established franchise is that prime territories may already be occupied. Yet new firms are coming into franchising all the time, and, as in other forms of enterprise, there are great advantages in getting in on the ground floor of a really good idea.

The Body Shop started only 10 years ago in a back street in Brighton and is now a mini-empire in the retail cosmetics field, with more than 100 franchised outlets. It is now difficult to get a Body Shop franchise, but those who joined the network early on have made a lot of money. This is fairly unusual in franchising, because

though you can earn a good living from the return on your original investment - the general rule is that you should be able to recoup it within three or four years - it is not a way to riches.

There are, however, some good opportunities around, which are still in their early stages. Convenience stores and business services are considered by insiders to have a lot of steam behind them and some big firms who have previously expanded by the conventional method of opening branches are known to be studying the possibilities of franchising.

On the other hand, some fields which have been strong in previous years may have peaked. At least for the moment, High Street printing seems a crowded area now and fast food has not developed as quickly as had been hoped, although some more upmarket versions of it are doing well.

Franchising has more of a future than a past - few networks are more than five years old - so what should you look for when considering taking up a franchise? A key point is whether the scheme has bank support. The

The banks know a lot
about the industry

banks know a lot about the industry now and though dishonest schemes are rare, some are obviously better than others: whose pilot outlets have been more rigorously controlled, who are more reliable on vital matters such as technical support and supply and whose product is simply better value for the consumer.

The banks will offer you their discreetly worded opinion or will at least supply you with a list of pertinent questions to ask and to check out in the franchisor's contract.

In addition you should study the cash flow and profit projections that come with the franchisor's brochure. They sometimes present a rosy picture in which costs are minimized and revenues are on the side of optimism.

The true story is best obtained from an existing franchisee, not one suggested by the franchisor, because it is likely to be a showpiece operation. It is best to assume that you will probably conform to the average.

If you feel confident of soaring above that, maybe franchising, with its admitted constraints on individual initiative to maintain the uniformity of the format as a whole, is not for you.

The Times is planning a Special Report on franchising on November 19.

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c£11,000

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As part of your responsibilities you will supervise a section of a general accounting office covering mainly Sales and Purchase Ledger Departments. You will assist with the preparation of monthly Management Accounts, reconciling ledger accounts and computer input/output. Experience of computerised accounting is required.

Reference: AS/TT/1710.

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c£14,000

If you are aged around 30, part or fully-qualified or with a broad commercial experience, you could be the person we are looking for to supervise the running of the Accounts Department and to assist in the production of Management and Financial Accounts.

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